



Membership Statistics Report 2017



COLLEGE OF NURSES
OF ONTARIO
ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.



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OF ONTARIO
ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

VISION

Leading in regulatory excellence

MISSION

Regulating nursing in the public interest

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Table of Contents

1	Introduction	1
2	Methods and Notes	2
2.1	Data collection	2
2.2	Data query tool.....	2
2.3	Classes of registration	2
2.3.1	<i>General Class</i>	2
2.3.2	<i>Extended Class</i>	2
2.3.3	<i>Non-Practising Class</i>	3
2.4	Explanation of key terms.....	4
2.4.1	<i>Renewal gains and losses</i>	4
2.4.2	<i>Nurses with multiple nursing employment positions</i>	5
2.4.3	<i>Overall working status and working status for employment positions</i>	5
2.4.4	<i>On leave</i>	6
2.4.5	<i>Location of nursing education</i>	6
2.4.6	<i>Not stated</i>	6
3	Overall Membership	7
3.1	All members	7
3.2	General and Extended Class members	8
3.2.1	<i>General and Extended Class members not employed in nursing in Ontario</i>	9
3.2.2	<i>General and Extended Class members employed in nursing in Ontario</i>	10
3.2.3	<i>Demographics of General and Extended Class members employed in nursing in Ontario</i>	11
4	Registered Nurses in the General Class	13
4.1	Employment status	13
4.2	Renewal gains and losses of Registered Nurses in the General Class.....	14
4.2.1	<i>Overall gains and losses of Registered Nurses in the General Class</i>	14
4.2.2	<i>Renewal gains of Registered Nurses in the General Class</i>	16
4.2.3	<i>Renewal losses of Registered Nurses in the General Class</i>	16
4.3	Registered Nurses in the General Class employed in nursing in Ontario.....	18
4.3.1	<i>Demographics of Registered Nurses in the General Class</i>	19
4.3.2	<i>Nursing employment of Registered Nurses in the General Class</i>	21
4.4	Registered Nurses in the General Class employed in nursing outside of Ontario.....	23
4.5	Registered Nurses in the General Class who are registered in other jurisdictions.....	24
4.6	Appendix table references for Registered Nurses in the General Class	26
5	Registered Nurses in the Non-Practising Class	27
5.1	Employment status	27
5.2	Renewal gains and losses of Registered Nurses in the Non-Practising Class.....	27
5.3	Demographics of Registered Nurses in the Non-Practising Class	29
5.4	Registered Nurses in the Non-Practising Class employed in nursing outside of Ontario	30

5.5	Registered Nurses in the Non-Practising Class who are registered in other jurisdictions ...	31
6	Registered Practical Nurses in the General Class	33
6.1	Employment status	33
6.2	Renewal gains and losses of Registered Practical Nurses in the General Class	34
6.2.1	<i>Overall gains and losses of Registered Practical Nurses in the General Class</i>	34
6.2.2	<i>Renewal gains of Registered Practical Nurses in the General Class</i>	36
6.2.3	<i>Renewal losses of Registered Practical Nurses in the General Class</i>	36
6.3	Registered Practical Nurses in the General Class employed in nursing in Ontario	38
6.3.1	<i>Demographics of Registered Practical Nurses in the General Class</i>	39
6.3.2	<i>Nursing employment of Registered Practical Nurses in the General Class</i>	41
6.4	Registered Practical Nurses in the General Class employed in nursing outside of Ontario	43
6.5	Registered Practical Nurses in the General Class who are registered in other jurisdictions	44
6.6	Appendix table references for Registered Practical Nurses in the General Class	46
7	Registered Practical Nurses in the Non-Practising Class	47
7.1	Employment status	47
7.2	Renewal gains and losses of Registered Practical Nurses in the Non-Practising Class	47
7.3	Demographics of Registered Practical Nurses in the Non-Practising Class	49
7.4	Registered Practical Nurses in the Non-Practising Class employed in nursing outside of Ontario	50
7.5	Registered Practical Nurses in the Non-Practising Class who are registered in other jurisdictions	51
8	Registered Nurses in the Extended Class (Nurse Practitioners)	53
8.1	Employment status	53
8.2	Renewal gains and losses of RNs in the Extended Class (NPs)	54
8.2.1	<i>Overall gains and losses of RNs in the Extended Class (NPs)</i>	54
8.2.2	<i>Renewal gains for RNs in the Extended Class (NPs)</i>	56
8.2.3	<i>Renewal losses for RNs in the Extended Class (NPs)</i>	57
8.3	RNs in the Extended Class (NPs) employed in nursing in Ontario	58
8.3.1	<i>Demographics of RNs in the Extended Class (NPs)</i>	59
8.3.2	<i>Nursing employment of RNs in the Extended Class (NPs)</i>	61
8.3.3	<i>RNs in the Extended Class (NPs) employed as Nurse Practitioners in Ontario</i>	63
9	Appendix 1: RNs in the General Class	66
9.1	RN General Class gains and losses: Trends	66
9.1.1	<i>Detailed breakdown of RN General Class losses</i>	69
9.2	RN General Class employed in nursing in Ontario	73
9.2.1	<i>Overall working status in Ontario by age group</i>	73
9.2.2	<i>Ontario nursing employment sector statistics</i>	74
10	Appendix 2: RPNs in the General Class	77
10.1	RPN General Class gains and losses: Trends	77
10.1.1	<i>Detailed breakdown of RPN General Class losses</i>	80

10.2 RPN General Class employed in nursing in Ontario.....	84
10.2.1 Overall working status in Ontario by age group.....	84
10.2.2 Ontario nursing employment sector statistics.....	85
11 Appendix 3: RNs in the Extended Class (NPs) Employment Sector Statistics	88
12 Appendix 4: Practice and Employment Definitions	91
12.1 Nursing employer.....	91
12.1.1 Hospitals.....	91
12.1.2 Community.....	91
12.1.3 Long-term care	93
12.1.4 Other.....	94
12.2 Position in Nursing	95
12.3 Area of Practice	97

1 INTRODUCTION

The College of Nurses of Ontario (the College) is the regulatory body for nursing in Ontario. Its mission is to regulate nursing in the public interest. The College sets the requirements for becoming a nurse in Ontario and the standards of practice that nurses must meet to maintain that designation. Only a person with a valid Certificate of Registration from the College can practise as a nurse in Ontario and use the protected titles: **nurse, Registered Nurse (RN), Registered Practical Nurse (RPN) or Nurse Practitioner (NP)**.

The College publishes annual statistics reports to provide data for stakeholders about the nurses it registers. The College continually enhances its reports based on stakeholder feedback. To find out more about the College's statistical resources or sign up for its statistics announcements, please visit www.cno.org/stats.

2 METHODS AND NOTES

2.1 Data collection

Every year, the College requires members in the General, Extended and Non-Practising Classes to renew their memberships.¹ As part of the renewal process, the College collects member demographic and employment information in order to carry out its regulatory mandate.

This report presents the membership statistics of the nurses who renewed their memberships for 2017.²

2.2 Data query tool

The College's data query tool is an online application that allows users to create custom tables based on the College's General and Extended Class membership renewal data. The tool produces downloadable tables in HTML, PDF or Excel formats and is available at www.cno.org/dqt. The data query tool contains data from 1992 onwards.

2.3 Classes of registration

2.3.1 General Class

Members in the General Class are Registered Nurses (RNs) or Registered Practical Nurses (RPNs) who are registered with the College and are eligible to practise nursing in Ontario. Most nurses registered with the College belong to this class.

2.3.2 Extended Class

The Extended Class is for RNs who have additional education and clinical experience that allows them to practise as Nurse Practitioners (NPs) in Ontario. Members in this class have an expanded scope of practice, with the authority to diagnose, prescribe medication, perform procedures, and order and interpret diagnostic tests.

¹ Visit www.cno.org/en/become-a-nurse/classes-of-registration/ for more information about the College's classes of registration.

² The 2017 renewal period was Nov. 7, 2016 to Mar. 23, 2017.

2.3.3 Non-Practising Class

The College established the Non-Practising Class on Jan. 1, 2013. Members in this class are former members of the College's General or Extended Classes. Nurses in this class are not eligible to practise nursing in Ontario.

During the 2014 renewal period, there was a higher-than-usual number of losses in the General Class. This was largely due to a new registration regulation requirement that the College introduced, called the declaration of practice.³ The new requirement allowed a member to renew in the General Class only if they had:

- practised nursing in Ontario within the past three years, or
- become registered or reinstated with the College within the past three years.

Members who did not meet these conditions could:

- register in the Non-Practising Class,
- resign their membership, or
- have the College revoke their membership.

To coincide with the introduction of the Non-Practising Class, the College eliminated the Retired Class and transferred members registered in the Retired Class to the Non-Practising Class.

Since 2013 was the first year that members could register in the Non-Practising Class, no members renewed in that class until the 2014 renewal. This report presents statistics about members in the Non-Practising Class separately from statistics about members in the General and Extended Classes.

By the end of 2016, the Ontario government approved changes to the registration regulation to remove the phrase "in Ontario" from the declaration of practice questions. Instead, beginning with the 2017 renewal, the College now asks members to declare if they have practised nursing within the past three years, not necessarily in Ontario.

³ Visit www.cno.org/en/maintain-your-membership1/declaration-of-practice/ for more information about the declaration of practice requirement.

2.4 Explanation of key terms

2.4.1 Renewal gains and losses

Gains

There are three types of membership gains: reinstatements, new members and changes in class.

Reinstatements are previously registered members who have reapplied to enter the class in which they were previously registered. For example, a former member of the RN General Class, who had resigned from the College, would like to start practising in Ontario again. This former member would have to reinstate their membership with the College in the same class.

New members are newly registered members who have never renewed with the College before the current renewal.⁴

Change in class are members renewing in a different class. For example, an RN who renewed in the Extended Class in the current renewal, but who previously renewed in the General Class, represents a gain for the RNs in the Extended Class (NPs).

Losses

There are three types of membership losses: resignations, revocations and changes in class.

Resignations are members who resigned any time before or during the renewal period.

Revocations are members who did not renew their memberships before the revocation date.⁵

Change in class are members renewing in a different class. For example, an RN who renewed in the Extended Class in the current renewal, but who previously renewed in the General Class, represents a loss for the RNs in the General Class.

Net gain/loss

The difference between the gain and the loss is known as the net gain/loss. A net gain occurs when there is an overall increase in members renewing in a particular class over the previous year, and a net loss occurs when there is an overall decrease in members renewing in a particular class over the previous year.

⁴ See the *New Members in the General Class 2016* report at www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/ for more information about new College members.

⁵ The revocation date for the 2017 renewal was Mar. 23, 2017.

Examining the net gain/loss allows for a better understanding of trends in the total number of members renewing.

2.4.2 Nurses with multiple nursing employment positions

During renewal, the College asks members for information about all of their employment positions. This includes the employer's business address, employer type, whether the position is a nursing role and if so, the member's position and area of practice within the role.

Because some members have more than one nursing position, the number of nursing positions is higher than the number of members.

2.4.3 Overall working status and working status for employment positions

Overall working status (full-time, part-time or casual) is the highest working status amongst all of a member's nursing positions. The three examples below illustrate how overall working status is calculated:

- **Example 1:** If a member has both a casual nursing position and a full-time nursing position, the member's overall working status is full-time.
- **Example 2:** If a member has three casual nursing positions, the member's overall working status is casual.
- **Example 3:** If a member has one part-time nursing position and one full-time non-nursing position, the member's overall working status is part-time.

This overall working status statistic is comparable with the working status statistic used before 2011, when members provided information only about their primary employment position.

Working status for employment positions (full-time, part-time or casual) is a statistic that provides information about the working status of individual nursing employment positions. Unlike overall working status, it does not aggregate working status to the member level but instead reports it at the position level. Table 2.1 shows the difference between overall working status and working status for employment positions during the 2017 renewal.

During the 2017 renewal, 141,317 members reported having at least one nursing employment position in Ontario. Of these members, 62.7 per cent had an overall working status of full-time; 29.3 per cent had an overall working status of part-time; and 8.0 per cent had an overall working status of casual.

These 141,317 members reported 169,063 nursing employment positions in Ontario. Of these employment positions, 52.7 per cent were full-time; 29.6 per cent were part-time; and 17.8 per cent were casual.

Table 2.1: Overall working status and working status for employment positions: Comparison

Total #		Working status statistic used	Full-time %	Part-time %	Casual %
141,317	Number of members employed in nursing in Ontario	Overall working status	62.7	29.3	8.0
169,063	Number of nursing employment positions in Ontario reported by members	Working status for employment positions	52.7	29.6	17.8

2.4.4 On leave

On leave is an employment status that the Ministry of Health and Long-Term Care requested that the College include, starting in 2011. While the Ministry did not provide a definition, the College interprets it to include members on leave from the nursing profession due to parental leave or long-term disability. Before 2011, members on parental leave reported their status as employed, and members on long-term disability reported their status based on their last day of work.

2.4.5 Location of nursing education

Location of nursing education is the province or country of a member's education that the member reported when applying to the College. This report groups locations into the following: Ontario;⁶ other Canadian provinces or territories; and international.

2.4.6 Not stated

Not stated refers to when a member did not provide valid information or when information conflicted with other information they reported during the renewal process.

⁶ Ontario universities and colleges offer Ontario nursing programs, and the College's Council approves the programs for registering as a nurse in Ontario.

3 OVERALL MEMBERSHIP

3.1 All members

Table 3.1 shows the number of General, Extended and Non-Practising Class members who renewed their memberships over the past five years.

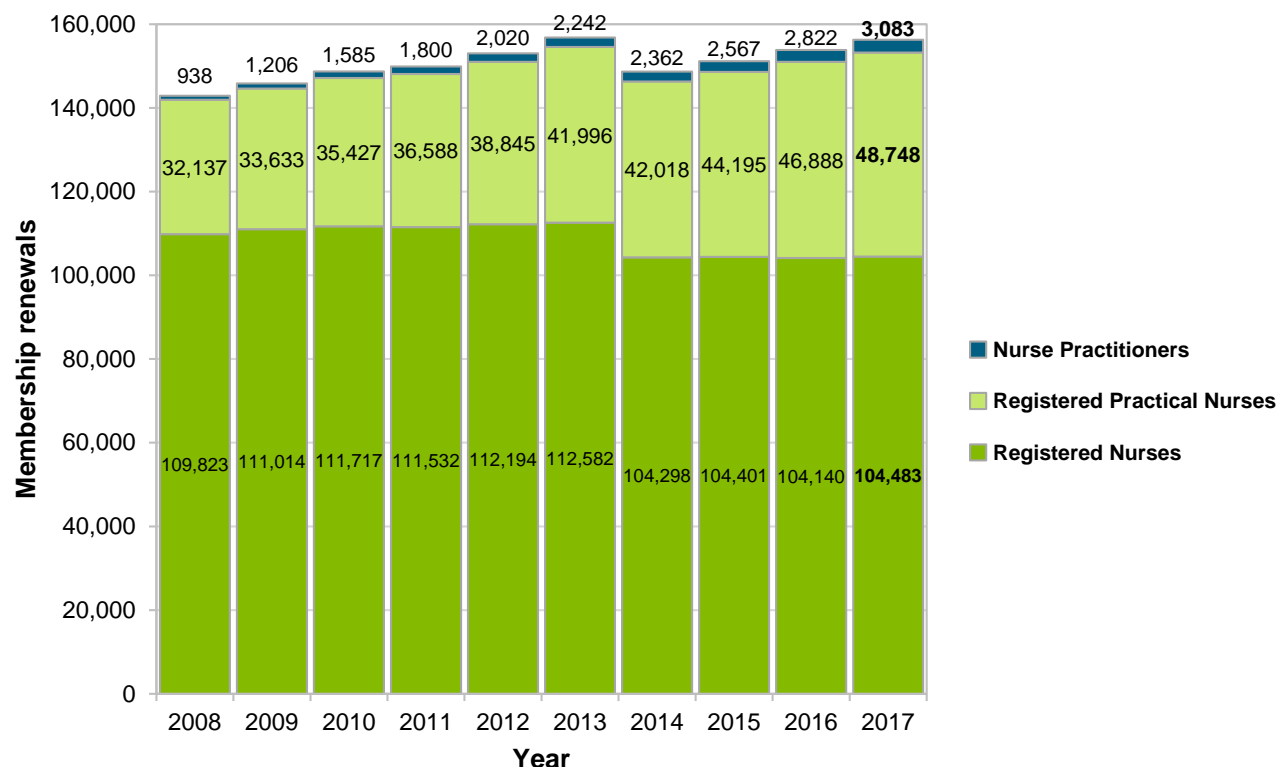
Table 3.1: Overall membership: Category and class

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
RN	114,824	73.2	111,287	72.2	115,385	71.6	115,792	70.4	116,451	69.6
General	112,582	71.8	104,298	67.7	104,401	64.8	104,140	63.3	104,483	62.5
Extended (NP)	2,242	1.4	2,362	1.5	2,567	1.6	2,822	1.7	3,083	1.8
Non-Practising			4,627	3.0	8,417	5.2	8,830	5.4	8,885	5.3
RPN	41,996	26.8	42,760	27.8	45,818	28.4	48,777	29.6	50,803	30.4
General	41,996	26.8	42,018	27.3	44,195	27.4	46,888	28.5	48,748	29.1
Non-Practising			742	0.5	1,623	1.0	1,889	1.1	2,055	1.2
Total	156,820	100	154,047	100	161,203	100	164,569	100	167,254	100

3.2 General and Extended Class members

Figure 3.1 shows the number of members who have renewed in the General or Extended Classes over the past 10 years.

Figure 3.1: Number of members renewing in the General or Extended Classes



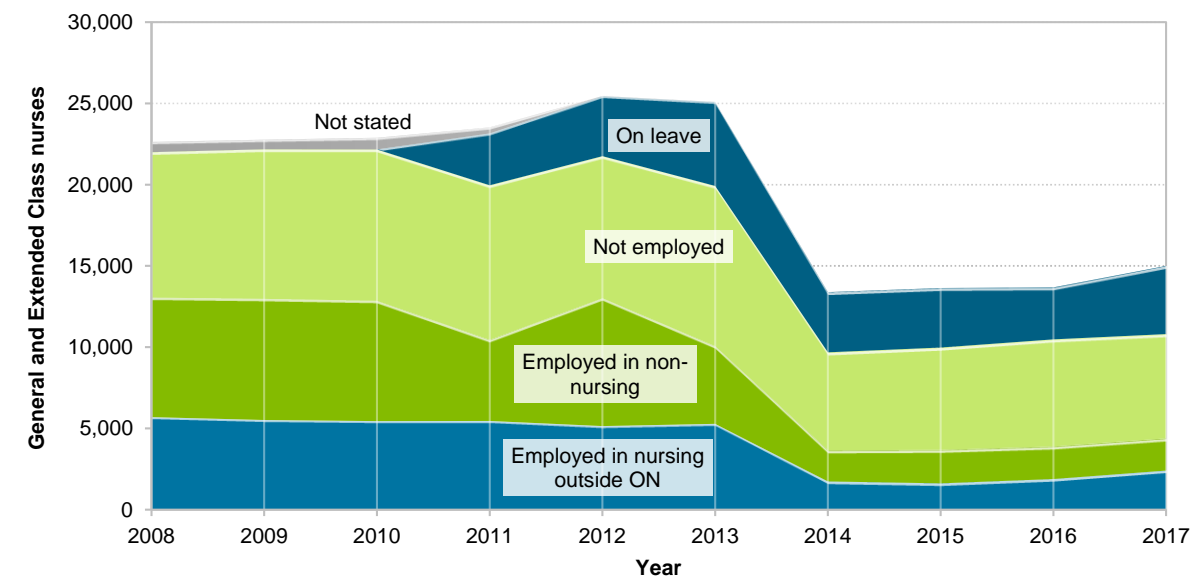
3.2.1 General and Extended Class members not employed in nursing in Ontario

In 2013, changes to the College’s regulations created the Non-Practising Class for RNs and RPNs. Members of the General and Extended Classes, who had not practised nursing in the previous three years in Ontario, were required to either change their registration to the Non-Practising Class or resign from the College. Due to this change, the number of General and Extended Class members not employed in nursing in Ontario decreased starting with the 2014 renewal.

For the 2017 renewal, a new regulation removed the “in Ontario” practice requirement for members renewing in the General or Extended Classes. This allowed members who had practised nursing outside Ontario in the previous three years to change classes from the Non-Practising Class to the General or Extended Classes if they so wished.

Figure 3.2 shows the effect of the regulation changes on the employment statistics of General and Extended Class members not employed in nursing in Ontario.

Figure 3.2: General and Extended Class nurses not employed in nursing in Ontario: Employment status



3.2.2 General and Extended Class members employed in nursing in Ontario

Figure 3.3 shows the number of General and Extended Class members who renewed over the past 10 years, compared with the number of those members who were employed in nursing in Ontario. For example, in 2017, 141,317 (90%) of the 156,314 General and Extended Class members who renewed their membership were employed in nursing in Ontario.

Figure 3.3: General or Extended Class members employed in nursing in Ontario

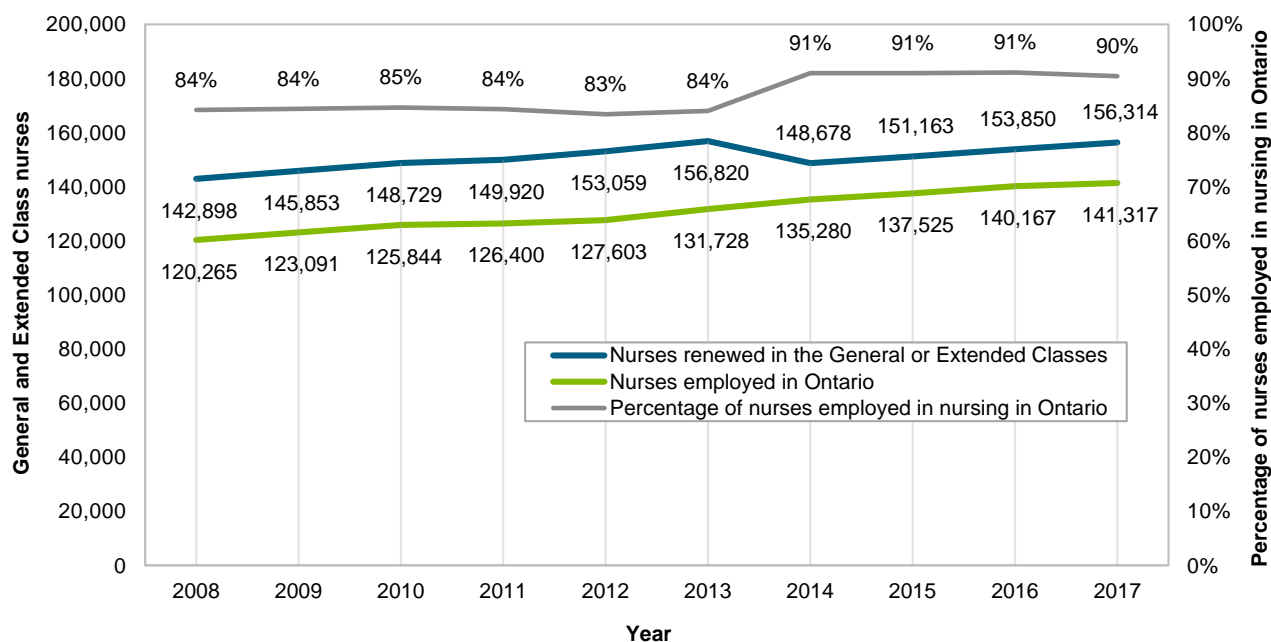
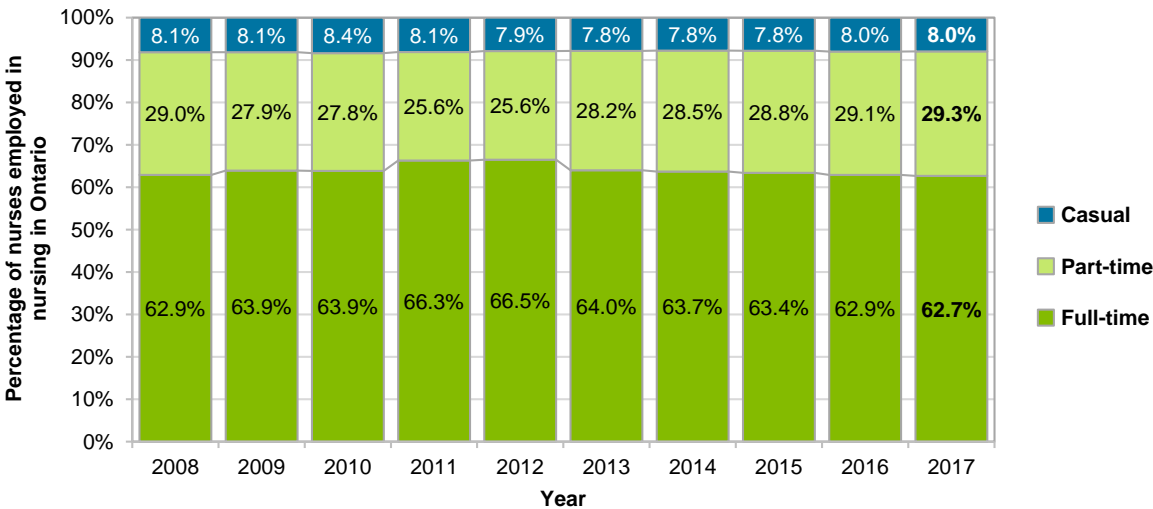


Figure 3.4 shows the overall working status for nurses employed in nursing in Ontario over the past 10 years.

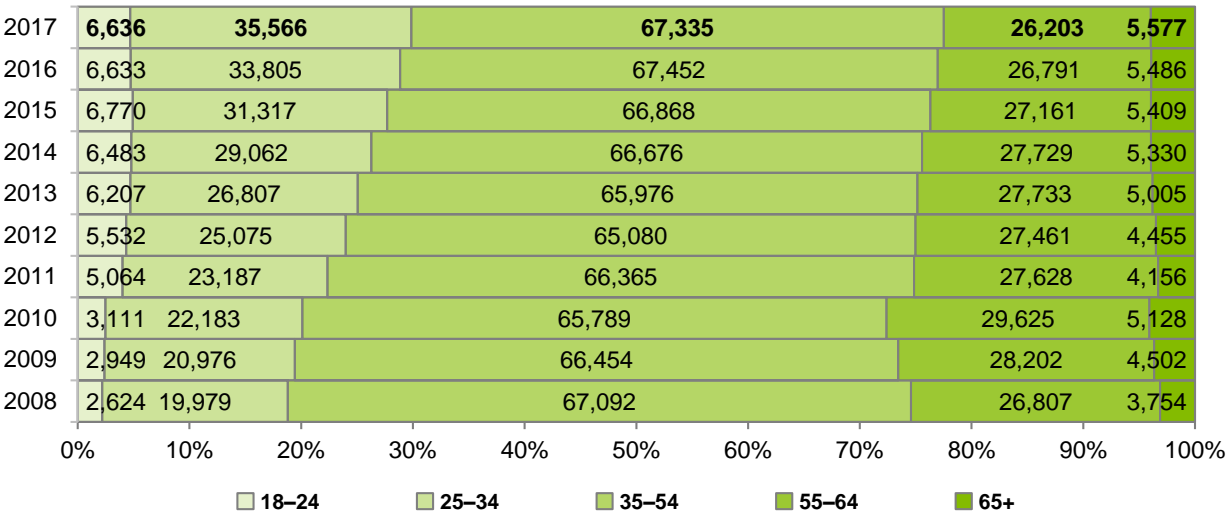
Figure 3.4: Nurses employed in nursing in Ontario: Overall working status



3.2.3 Demographics of General and Extended Class members employed in nursing in Ontario

Figure 3.5 shows the age distribution of nurses employed in nursing in Ontario over the past 10 years.

Figure 3.5: Nurses employed in nursing in Ontario: Age distribution⁷



⁷ In the years 2008, 2009 and 2010, there are small discrepancies compared to Figure 3.3 because some members' ages were not stated.

Figure 3.6 shows the gender distribution of nurses employed in nursing in Ontario over the past 10 years.

Figure 3.6: Nurses employed in nursing in Ontario: Gender distribution

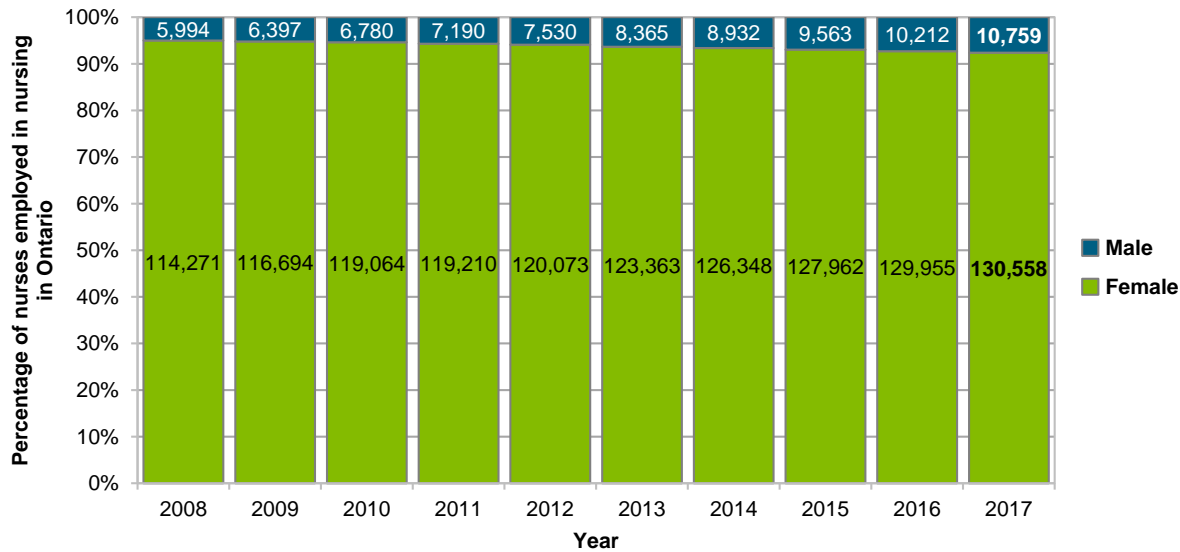
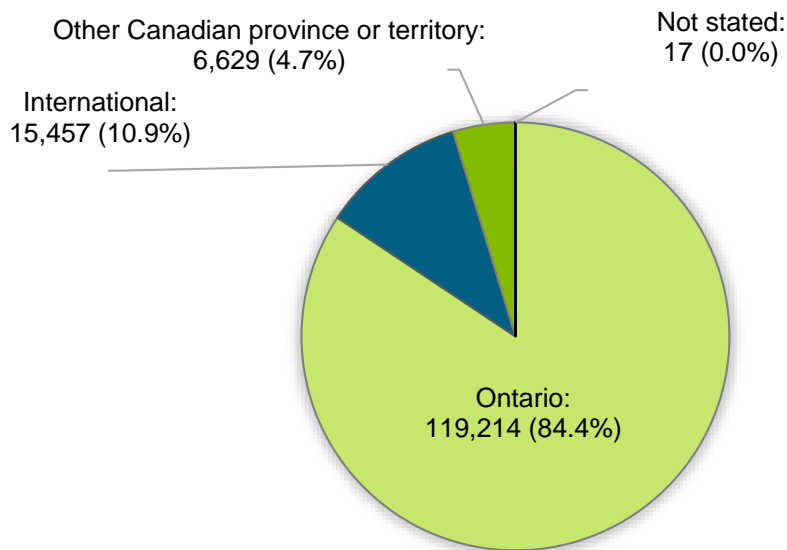


Figure 3.7 shows the location of nursing education for nurses employed in nursing in Ontario.

Figure 3.7: Nurses employed in nursing in Ontario: Location of nursing education



4 REGISTERED NURSES IN THE GENERAL CLASS

4.1 Employment status

Table 4.1 shows the employment statuses of RN General Class members over the past five years.

Table 4.1: RN General Class members: Employment status

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Employed in nursing	96,723	85.9	94,665	90.8	94,617	90.6	94,808	91.0	94,600	90.5
In Ontario	91,455		92,615		92,739		92,698		92,049	
In and outside Ontario	596		694		673		720		743	
Outside Ontario	4,665		1,349		1,205		1,390		1,808	
Not stated	7		7		0		0		0	
Employed in nursing & non-nursing	2,471	2.2	2,552	2.4	2,675	2.6	2,666	2.6	2,660	2.5
In Ontario	2,311		2,452		2,571		2,558		2,522	
In and outside Ontario	24		26		24		28		36	
Outside Ontario	136		74		80		80		102	
Employed in non-nursing	2,971	2.6	829	0.8	831	0.8	662	0.6	625	0.6
Seeking nursing employment	629		452		479		407		379	
Not employed	6,746	6.0	3,738	3.6	3,828	3.7	3,922	3.8	3,916	3.7
Seeking nursing employment	2,640		2,187		2,267		2,233		2,185	
On leave	3,671	3.3	2,508	2.4	2,450	2.3	2,082	2.0	2,682	2.6
Not stated	0	0.0	6	0.0	0	0.0	0	0.0	0	0.0
Total	112,582	100	104,298	100	104,401	100	104,140	100	104,483	100

The College asks members not employed in nursing if they are seeking nursing employment, and if so, if their employment preference is for full-time, part-time or casual nursing employment.

Table 4.2 shows the employment preference of RNs in the General Class who are seeking nursing employment.

**Table 4.2: RNs in the General Class seeking nursing employment:
Employment preference**

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	1,474	45.1	1,118	42.4	1,279	46.6	1,192	45.2	1,084	42.3
Part-time	951	29.1	785	29.7	787	28.7	760	28.8	801	31.2
Casual	842	25.8	736	27.9	678	24.7	686	26.0	677	26.4
Not stated	2	0.1	0	0.0	2	0.1	2	0.1	2	0.1
Total	3,269	100	2,639	100	2,746	100	2,640	100	2,564	100

4.2 Renewal gains and losses of Registered Nurses in the General Class⁸

Every year, some RN members join the College, get reinstated or join the General Class from another class. These changes are gains to the General Class. Some other RN members resign, join a different class or do not renew their membership. These changes are losses to the General Class.⁹

4.2.1 Overall gains and losses of Registered Nurses in the General Class

Figure 4.1 shows the RN General Class gains and losses and Figure 4.2 shows the RN General Class net gain/loss, both over the past 10 years.

During the 2014 renewal, there was a higher number of losses than usual in the General Class, which was largely attributed to the new registration regulation requirement: the declaration of practice.¹⁰ With this new requirement, members could only renew in the General Class if they had:

- practised nursing in Ontario within the past three years, or
- registered or reinstated with the College within the past three years.

Members who did not meet these conditions could register in the Non-Practising Class, resign their membership or have the College revoke their membership.

⁸ See Section 9.1 in Appendix 1: RNs in the General Class for more trends in RN General Class renewal gains and losses.

⁹ See Section 2.4.1 for more information about renewal gains and losses.

¹⁰ Visit www.cno.org/en/maintain-your-membership1/declaration-of-practice/ for more information about the declaration of practice requirement.

Figure 4.1: RNs in the General Class: Gains and losses

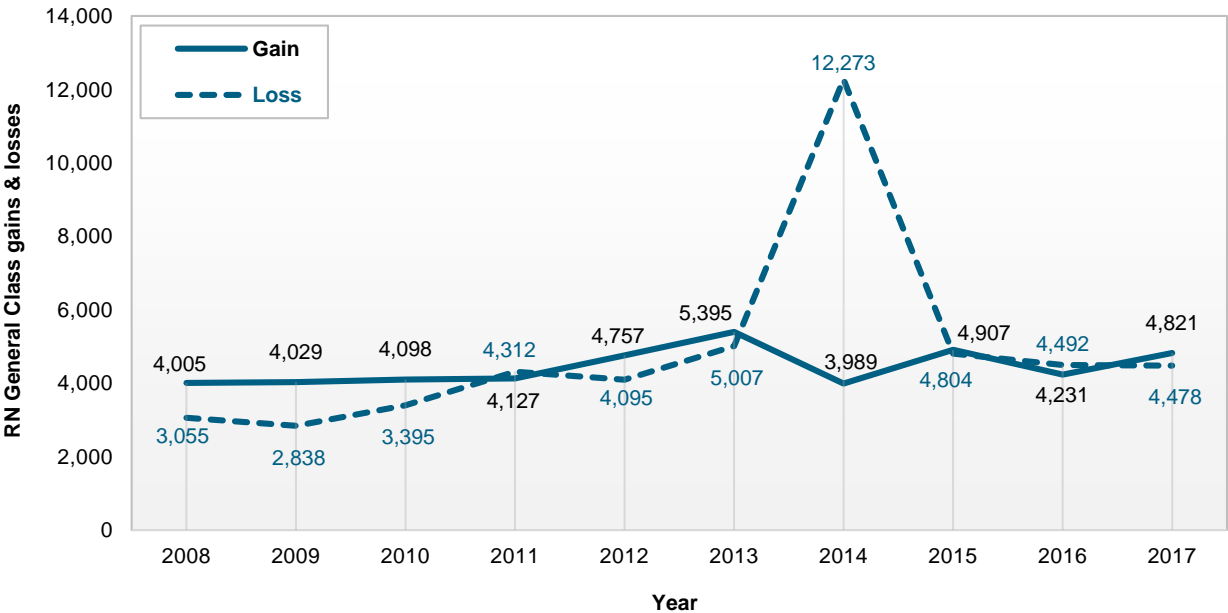
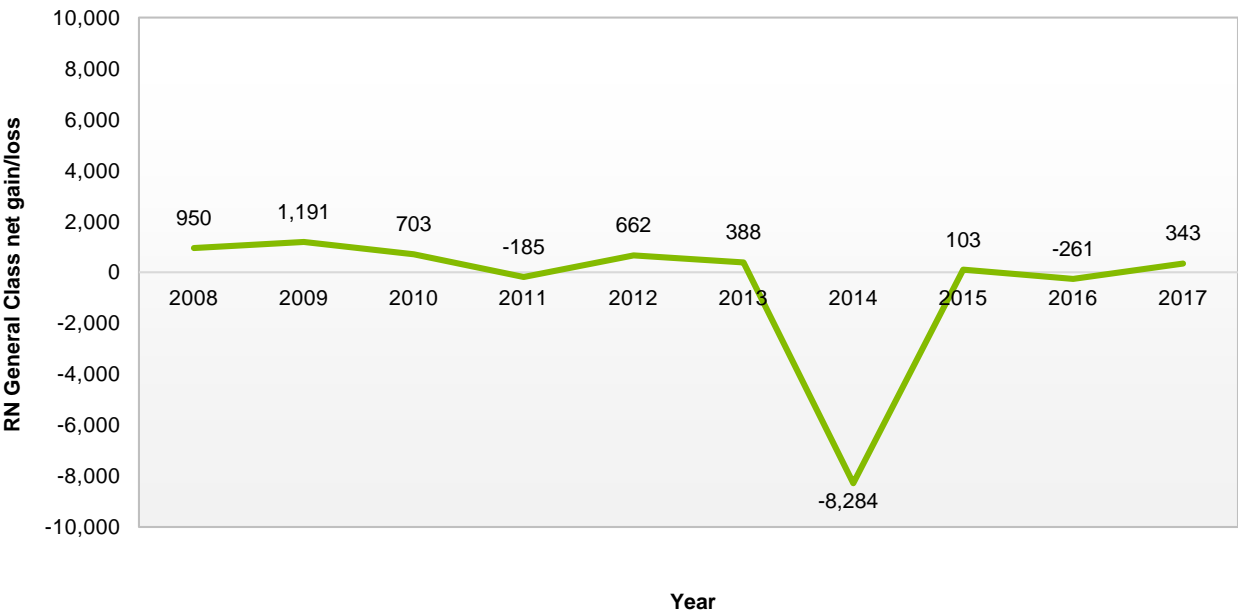


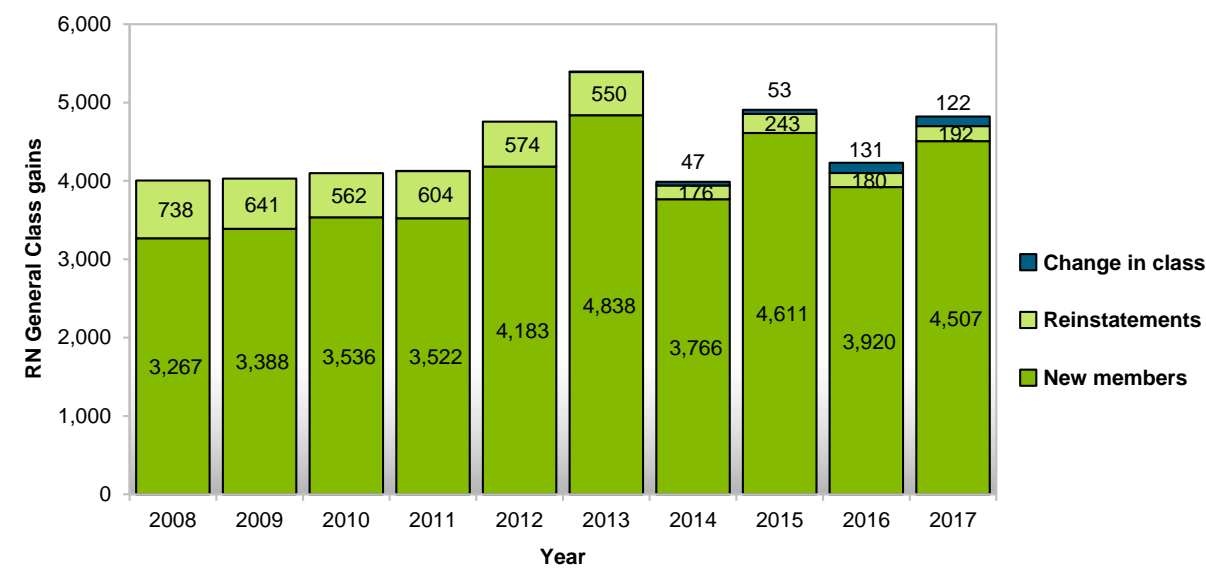
Figure 4.2: RNs in the General Class: Net gain/loss



4.2.2 Renewal gains of Registered Nurses in the General Class

Figure 4.3 shows the categorization of the RN General Class gains over the past 10 years.

Figure 4.3: RN General Class gains: Categorization



4.2.3 Renewal losses of Registered Nurses in the General Class

Figure 4.4 shows the categorization of the RN General Class losses over the past 10 years. Table 4.3 shows a more detailed categorization of losses over the past five years.

For more tables about RN General Class losses, see Section 9.1.1.

Figure 4.4: RN General Class losses: Categorization

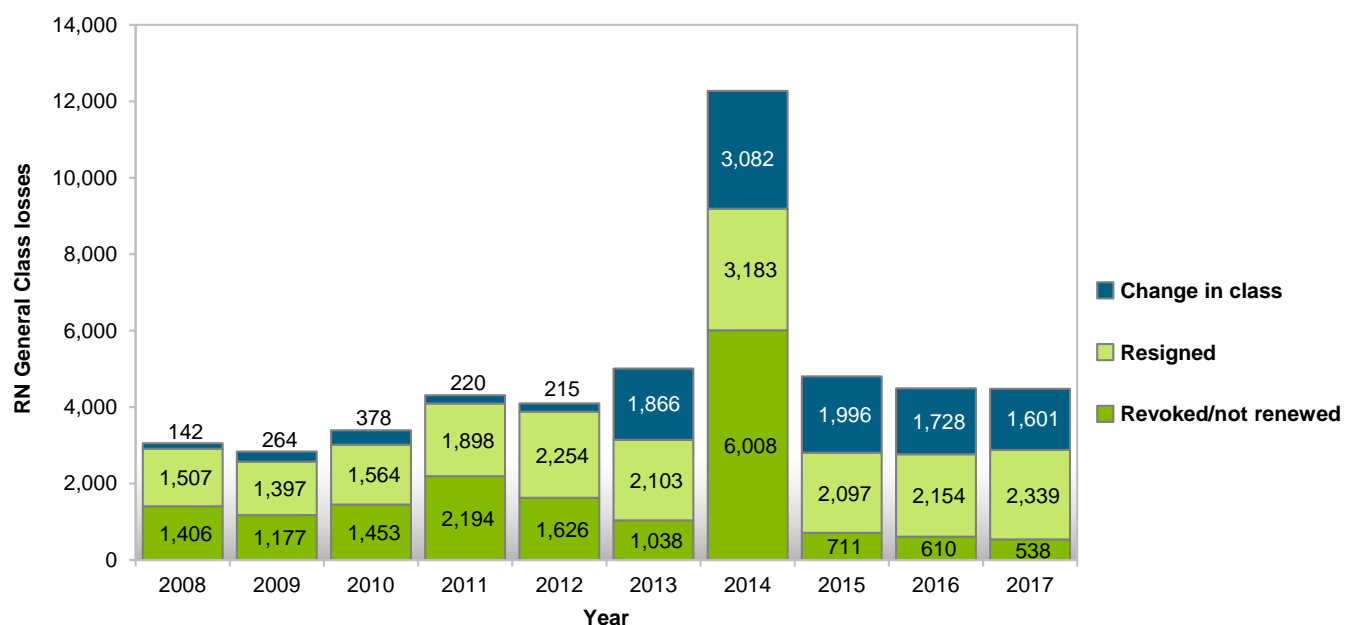


Table 4.3: RN General Class losses: Detailed categorization

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	1,038	20.7	6,008	49.0	711	14.8	610	13.6	538	12.0
Resigned	2,103	42.0	3,183	25.9	2,097	43.7	2,154	48.0	2,339	52.2
Leaving nursing to work in another profession	84	1.7	106	0.9	68	1.4	58	1.3	61	1.4
On leave from nursing and not working in another profession	53	1.1	75	0.6	43	0.9	26	0.6	39	0.9
Leaving Canada to work as a nurse in another country	51	1.0	119	1.0	26	0.5	40	0.9	33	0.7
Leaving Ontario to work as a nurse in another province	165	3.3	228	1.9	165	3.4	176	3.9	173	3.9
Retiring from the workforce	1,255	25.1	1,866	15.2	1,573	32.7	1,545	34.4	1,587	35.4
Other	168	3.4	262	2.1	73	1.5	78	1.7	69	1.5
Not stated	327	6.5	527	4.3	149	3.1	231	5.1	377	8.4
Change in class	1,866	37.3	3,082	25.1	1,996	41.5	1,728	38.5	1,601	35.8
Extended	237	4.7	224	1.8	238	5.0	293	6.5	290	6.5
Non-Practising	1,629	32.5	2,858	23.3	1,758	36.6	1,435	31.9	1,311	29.3
Total	5,007	100	12,273	100	4,804	100	4,492	100	4,478	100

4.3 Registered Nurses in the General Class employed in nursing in Ontario

Figure 4.5 shows the number of RNs in the General Class employed in nursing in Ontario over the past 10 years.

Figure 4.5: Number of RNs in the General Class employed in nursing in Ontario

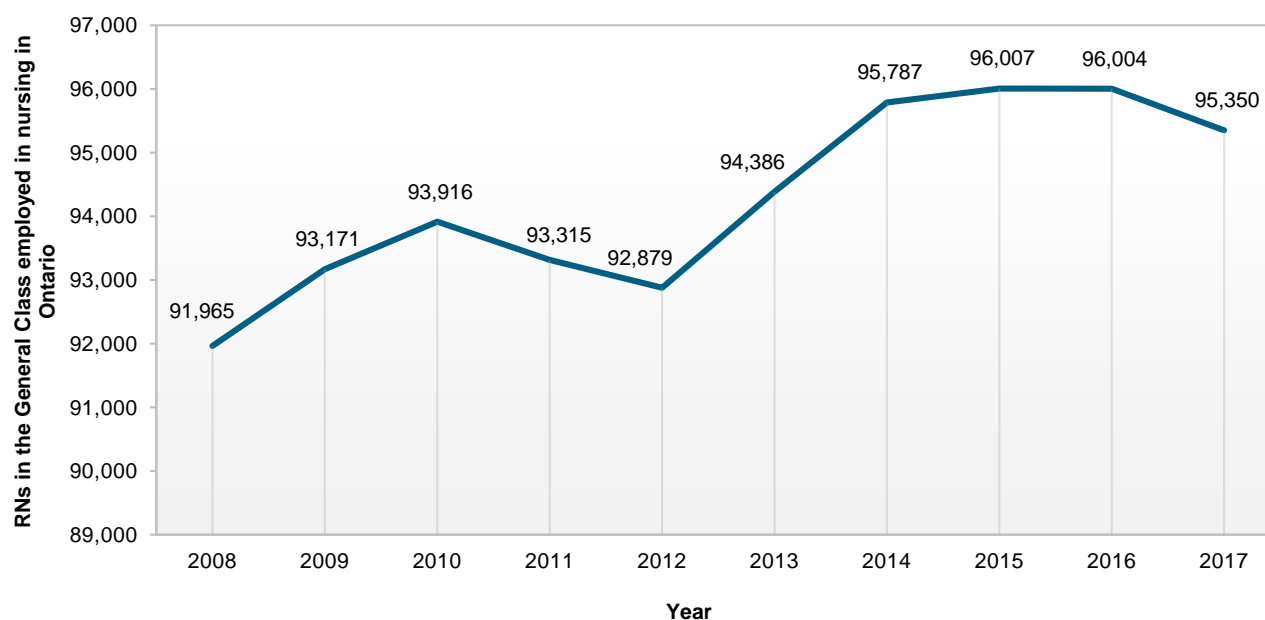


Table 4.4 shows the overall working statuses of RNs in the General Class employed in nursing in Ontario over the past five years.¹¹

Table 4.4: RNs in the General Class employed in nursing in Ontario: Overall working status

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	62,554	66.3	63,544	66.3	63,669	66.3	63,591	66.2	63,138	66.2
Part-time	24,609	26.1	25,114	26.2	25,237	26.3	25,239	26.3	25,197	26.4
Casual	7,223	7.7	7,129	7.4	7,101	7.4	7,174	7.5	7,012	7.4
Not stated	0	0.0	0	0.0	0	0.0	0	0.0	3	0.0
Total	94,386	100	95,787	100	96,007	100	96,004	100	95,350	100

¹¹ See Section 2.4.3 for information about overall working status.

The College asked RNs in the General Class employed in nursing in Ontario what their working status preference was: full-time, part-time or casual.

Table 4.5 shows how the members' working status preference matched with their actual overall working status.

Table 4.5: RN General Class members employed in nursing in Ontario: Working preference

Working preference	Overall working status in Ontario							
	Full-time		Part-time		Casual		Not stated	
	#	%	#	%	#	%	#	%
Full-time	60,390	95.6	8,189	32.5	1,135	16.2	2	66.7
Part-time	2,332	3.7	16,460	65.3	995	14.2	1	33.3
Casual	413	0.7	548	2.2	4,882	69.6	0	0.0
Not stated	3	0.0	0	0.0	0	0.0	0	0.0
Total	63,138	100	25,197	100	7,012	100	3	100

4.3.1 Demographics of Registered Nurses in the General Class

Of the RNs in the General Class employed in nursing in Ontario in 2017, 7.0 per cent were male, compared to 4.6 per cent in 2008.

The average age of RN General Class members employed in nursing in Ontario in 2017 was 44.8 years.

Figure 4.6 shows the age distribution of RNs in the General Class employed in nursing in Ontario over the past 10 years and Figure 4.7 shows their location of nursing education.

Figure 4.6: RNs in the General Class employed in nursing in Ontario: Age distribution¹²

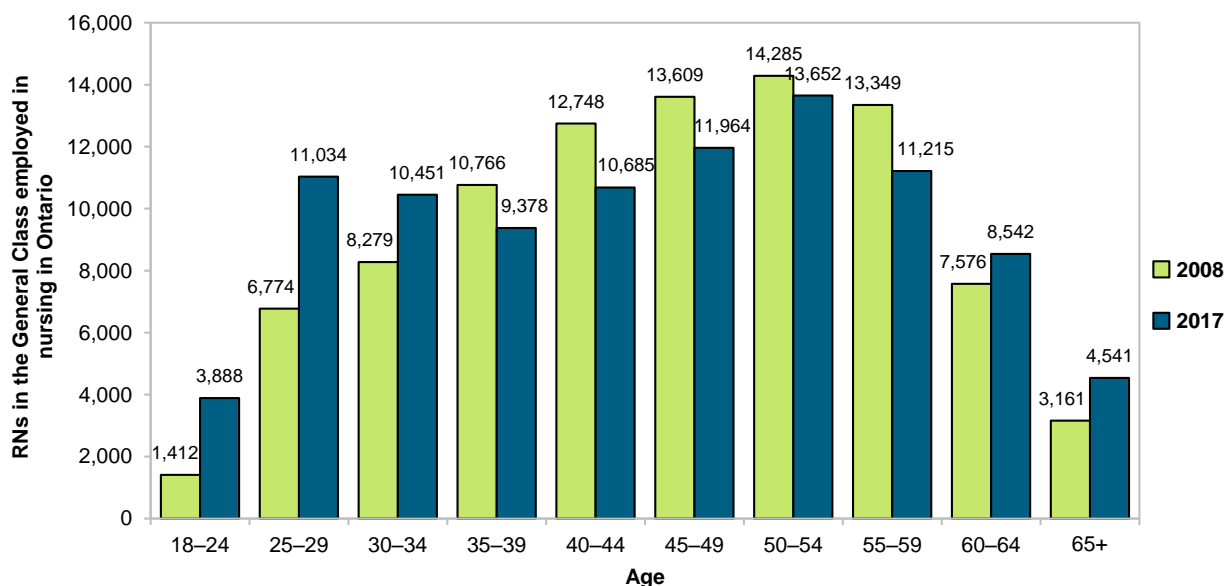
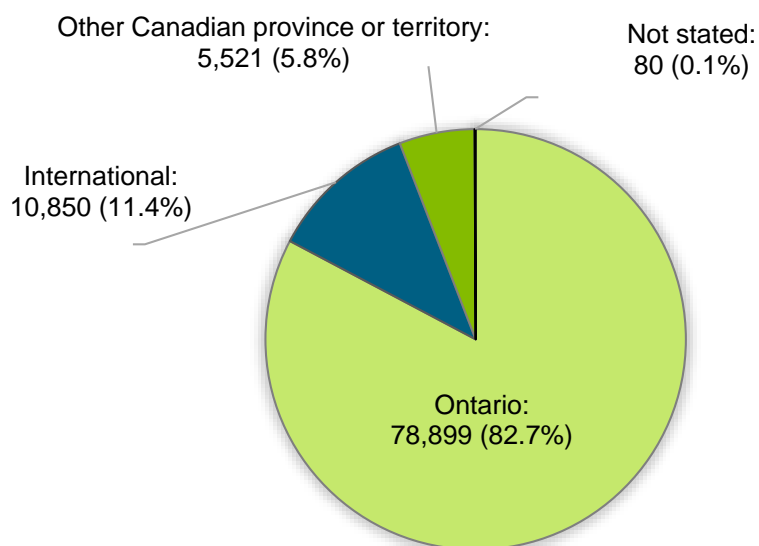


Figure 4.7: RNs in the General Class employed in nursing in Ontario: Location of nursing education¹³



¹² In 2008, there is a small discrepancy compared to Figure 4.5 because 6 members did not have stated ages.

¹³ See Section 2.4.5 for information about location of nursing education.

4.3.2 Nursing employment of Registered Nurses in the General Class

Table 4.6 shows the number of nursing employment positions and members' working statuses for RNs in the General Class employed in nursing in Ontario over the past five years.¹⁴

**Table 4.6: RNs in the General Class employed in nursing in Ontario:
Number of nursing employment positions and members' working status**

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
One nursing employment position	80,330	85.1	81,236	84.8	81,395	84.8	81,362	84.7	80,532	84.5
Full-time	54,234	57.5	54,927	57.3	55,106	57.4	55,031	57.3	54,604	57.3
Part-time	19,840	21.0	20,134	21.0	20,127	21.0	20,130	21.0	19,818	20.8
Casual	6,256	6.6	6,175	6.4	6,162	6.4	6,201	6.5	6,107	6.4
Not stated	0	0.0	0	0.0	0	0.0	0	0.0	3	0.0
Two nursing employment positions	12,396	13.1	12,734	13.3	12,825	13.4	12,772	13.3	12,858	13.5
Both full-time	252	0.3	322	0.3	394	0.4	270	0.3	222	0.2
Full-time and part-time	1,748	1.9	1,813	1.9	1,853	1.9	1,881	2.0	1,868	2.0
Full-time and casual	5,460	5.8	5,540	5.8	5,380	5.6	5,489	5.7	5,450	5.7
Both part-time	1,582	1.7	1,757	1.8	1,762	1.8	1,717	1.8	1,864	2.0
Part-time and casual	2,510	2.7	2,475	2.6	2,644	2.8	2,585	2.7	2,695	2.8
Both casual	844	0.9	827	0.9	792	0.8	830	0.9	759	0.8
Three or more nursing employment positions	1,660	1.8	1,817	1.9	1,787	1.9	1,870	1.9	1,960	2.1
Overall full-time (at least one full-time position)	860	0.9	942	1.0	936	1.0	920	1.0	994	1.0
Overall part-time (highest working status is part-time, no full-time positions)	677	0.7	748	0.8	704	0.7	807	0.8	820	0.9
Overall casual (all positions are casual)	123	0.1	127	0.1	147	0.2	143	0.1	146	0.2
Total RNs employed in nursing in Ontario	94,386	100	95,787	100	96,007	100	96,004	100	95,350	100
Total nursing employment positions in Ontario	110,306		112,411		112,691		112,812		112,430	

¹⁴ See Section 2.4.2 for information about multiple employment positions.

Table 4.7 shows the nursing position working statuses of RNs in the General Class employed in nursing in Ontario over the past five years.

Table 4.7: RNs in the General Class employed in nursing in Ontario: Working status for nursing employment positions¹⁵

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	62,848	57.0	63,928	56.9	64,136	56.9	63,901	56.6	63,405	56.4
Part-time	28,814	26.1	29,619	26.3	29,765	26.4	29,861	26.5	29,907	26.6
Casual	18,644	16.9	18,864	16.8	18,790	16.7	19,050	16.9	19,115	17.0
Not stated	0	0.0	0	0.0	0	0.0	0	0.0	3	0.0
Total	110,306	100	112,411	100	112,691	100	112,812	100	112,430	100

Table 4.8 shows the Local Health Integration Network (LHIN) regions of RN General Class employment positions over the past five years.¹⁶

Table 4.8: RN General Class employment positions: LHIN regions

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Central	9,307	8.4	9,637	8.6	9,801	8.7	10,049	8.9	10,055	8.9
Central East	9,325	8.5	9,392	8.4	9,294	8.2	9,225	8.2	9,163	8.1
Central West	3,614	3.3	3,702	3.3	4,111	3.6	4,153	3.7	4,173	3.7
Champlain	11,894	10.8	11,961	10.6	12,074	10.7	12,075	10.7	12,085	10.7
Erie St. Clair	5,053	4.6	5,148	4.6	5,112	4.5	5,051	4.5	4,891	4.4
Hamilton Niagara Haldimand Brant	11,832	10.7	12,105	10.8	12,117	10.8	12,129	10.8	12,083	10.7
Mississauga Halton	7,474	6.8	7,677	6.8	7,469	6.6	7,726	6.8	7,920	7.0
North East	6,005	5.4	6,104	5.4	6,153	5.5	6,089	5.4	6,131	5.5
North Simcoe Muskoka	3,743	3.4	3,776	3.4	3,693	3.3	3,753	3.3	3,658	3.3
North West	2,897	2.6	2,900	2.6	2,967	2.6	2,936	2.6	2,872	2.6
South East	5,128	4.6	5,181	4.6	5,129	4.6	5,044	4.5	5,038	4.5
South West	9,735	8.8	9,808	8.7	9,831	8.7	9,669	8.6	9,594	8.5
Toronto Central	19,128	17.3	19,717	17.5	19,854	17.6	19,883	17.6	19,847	17.7
Waterloo Wellington	4,949	4.5	5,117	4.6	5,055	4.5	5,030	4.5	4,919	4.4
Not stated	222	0.2	186	0.2	31	0.0	0	0.0	1	0.0
Total	110,306	100	112,411	100	112,691	100	112,812	100	112,430	100

¹⁵ See Section 2.4.3 for information about working status for employment positions.

¹⁶ See the *LHIN Region Report 2017* at www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/ for detailed membership statistics by LHIN.

4.4 Registered Nurses in the General Class employed in nursing outside of Ontario¹⁷

In 2013, the College created the Non-Practising Class. As a result, during the 2014 renewal, members of the General and Extended Classes who had not practised nursing in Ontario in the previous three years were required to either register in the Non-Practising Class or resign their membership.¹⁸ Due to this, the number of RNs in the General Class employed in nursing outside Ontario decreased from 5,979 for 2013 to 2,397 for 2014.

Table 4.9 shows the employment position locations for RNs in the General Class employed in nursing outside Ontario over the past five years.

Table 4.9: RNs in the General Class employed in nursing outside Ontario: Employment position locations

	2013		2014		2015		2016		2017	
	#	% [†]	#	% [†]	#	% [†]	#	% [†]	#	% [†]
Alberta	277	12.0	174	13.1	181	14.3	204	14.8	191	12.8
British Columbia	361	15.6	227	17.1	178	14.1	230	16.7	285	19.2
Manitoba	222	9.6	160	12.0	177	14.0	186	13.5	201	13.5
New Brunswick	65	2.8	32	2.4	36	2.9	44	3.2	45	3.0
Newfoundland and Labrador	23	1.0	11	0.8	16	1.3	19	1.4	26	1.7
Northwest Territories	38	1.6	25	1.9	27	2.1	34	2.5	44	3.0
Nova Scotia	75	3.3	52	3.9	52	4.1	68	4.9	88	5.9
Nunavut	62	2.7	43	3.2	44	3.5	41	3.0	44	3.0
Prince Edward Island	19	0.8	14	1.1	7	0.6	10	0.7	17	1.1
Quebec	1,064	46.1	498	37.5	469	37.2	469	34.1	471	31.7
Saskatchewan	82	3.6	71	5.3	57	4.5	57	4.1	61	4.1
Yukon	19	0.8	21	1.6	18	1.4	13	0.9	15	1.0
	#	%	#	%	#	%	#	%	#	%
Canada total	2,307	38.6	1,328	55.4	1,262	57.4	1,375	55.9	1,488	51.0
United States	3,086	51.6	840	35.0	767	34.9	886	36.0	1,171	40.1
Other (outside Canada & United States)	569	9.5	194	8.1	169	7.7	197	8.0	259	8.9
Not stated (outside Ontario)	17	0.3	35	1.5	0	0.0	0	0.0	0	0.0
Total	5,979	100	2,397	100	2,198	100	2,458	100	2,918	100

[†]Percentage of Canada total

¹⁷ Employed in nursing outside Ontario includes all members who reported at least one nursing employment position outside Ontario.

¹⁸ See Section 2.3.3 for more information about the Non-Practising Class.

4.5 Registered Nurses in the General Class who are registered in other jurisdictions

Members of the College can be registered in multiple jurisdictions. The following tables present data on Canadian, U.S. and international jurisdictions where RNs in the General Class are registered.

In 2017, 7,505 (7.2 per cent) of RNs in the General Class were registered in other jurisdictions, totalling 8,805 registrations.

Table 4.10: RNs in the General Class: Concurrent registration locations in Canada

Province	2016		2017	
	#	%	#	%
Alberta	246	13.2	284	12.6
British Columbia	363	19.5	458	20.3
Manitoba	211	11.4	240	10.6
New Brunswick	40	2.2	50	2.2
Newfoundland and Labrador	38	2.0	53	2.3
Northwest Territories	71	3.8	86	3.8
Nova Scotia	86	4.6	115	5.1
Nunavut	143	7.7	163	7.2
Prince Edward Island	13	0.7	20	0.9
Quebec	526	28.3	627	27.8
Saskatchewan	92	4.9	124	5.5
Yukon	30	1.6	38	1.7
Canada total	1,859	100	2,258	100

Table 4.11: RNs in the General Class: Top 10 concurrent registration locations within the U.S.

State	2016		State	2017	
	#	%		#	%
Michigan	1,396	37.7	Michigan	1,609	37.9
Minnesota	477	12.9	Minnesota	527	12.4
New York	449	12.1	New York	510	12.0
Florida	332	9.0	Florida	335	7.9
California	260	7.0	California	290	6.8
Texas	162	4.4	Texas	218	5.1
North Carolina	55	1.5	Arizona	60	1.4
Arizona	46	1.2	North Carolina	58	1.4
Massachusetts	42	1.1	Illinois	56	1.3
Connecticut	41	1.1	Massachusetts	46	1.1
Other states	444	12.0	Other states	531	12.5
United States total	3,704	100	United States total	4,240	100

Table 4.12: RNs in the General Class: Top 10 international concurrent registration locations

Country	2016		Country	2017	
	#	%		#	%
India	432	22.2	India	575	24.9
United Kingdom	204	10.5	Philippines	231	10.0
Philippines	186	9.5	United Kingdom	188	8.1
Australia	160	8.2	Australia	174	7.5
Israel	130	6.7	Israel	151	6.5
Hong Kong	123	6.3	Hong Kong	133	5.8
Iran	54	2.8	Iran	79	3.4
South Korea	44	2.3	South Korea	55	2.4
Jamaica	37	1.9	Jamaica	50	2.2
Saudi Arabia	33	1.7	United Arab Emirates	42	1.8
Other countries	545	28.0	Other countries	629	27.3
International total	1,948	100	International total	2,307	100

4.6 Appendix table references for Registered Nurses in the General Class

Table 9.1: Gains and losses.....	66
Table 9.2: Type of gain	66
Table 9.3: Gains by age group.....	67
Table 9.4: Type of loss.....	67
Table 9.5: Losses by age group.....	68
Table 9.6: Loss reasons by age group.....	69
Table 9.7: Employment status of losses in the previous practice year	70
Table 9.8: Losses by employment status during previous practice year: Categorization	71
Table 9.9: Nursing employers in Ontario: RN General Class	74
Table 9.10: Nursing positions in Ontario: RN General Class	75
Table 9.11: Areas of practice in Ontario: RN General Class	76

5 REGISTERED NURSES IN THE NON-PRACTISING CLASS

The College established the Non-Practising Class on Jan. 1, 2013, so members were first able to renew in this class during the 2014 renewal. The Non-Practising Class includes RN members who were formerly members of the General, Extended or Retired Classes.

5.1 Employment status

Table 5.1 shows the employment statuses of RN Non-Practising Class members over the past four years.

Table 5.1: RNs in the Non-Practising Class: Employment status

	2014		2015		2016		2017	
	#	%	#	%	#	%	#	%
Employed in nursing outside Ontario	1,309	28.3	2,801	33.3	2,936	33.3	3,001	33.8
Employed in nursing & non-nursing outside Ontario	21	0.5	27	0.3	58	0.7	58	0.7
Employed in non-nursing	795	17.2	1,518	18.0	1,555	17.6	1,498	16.9
Seeking nursing employment	25	0.5	72	0.9	44	0.5	41	0.5
Not employed	2,176	47.0	3,355	39.9	3,569	40.4	3,597	40.5
Seeking nursing employment	80	1.7	151	1.8	197	2.2	188	2.1
On leave	326	7.0	716	8.5	712	8.1	731	8.2
Total	4,627	100	8,417	100	8,830	100	8,885	100

5.2 Renewal gains and losses of Registered Nurses in the Non-Practising Class

Every year, some RN members get reinstated or join the Non-Practising Class from another class. These changes are gains to the Non-Practising Class. Some other RN members resign, join a different class or do not renew their membership. These changes are losses to the Non-Practising Class.¹⁹

Table 5.2 shows the RN Non-Practising Class gains and losses and the net gain/loss over the past four years.

¹⁹ See Section 2.4.1 for more information about renewal gains and losses.

Table 5.2: RNs in the Non-Practising Class: Gains and losses

	2014	2015	2016	2017
	#	#	#	#
Gain	3,312	4,467	1,402	1,186
Loss	499	677	989	1,131
Net gain/loss	2,813	3,790	413	55

Table 5.3 shows the categorization of the RN Non-Practising Class gains over the past four years.

Table 5.3: RN Non-Practising Class gains: Categorization

	2014		2015		2016		2017	
	#	%	#	%	#	%	#	%
Reinstatement	451	13.6	72	1.6	79	5.6	85	7.2
Change in class	2,861	86.4	4,395	98.4	1,323	94.4	1,101	92.8
General	2,858	86.3	4,394	98.4	1,305	93.1	1,084	91.4
Extended	3	0.1	1	0.0	18	1.3	17	1.4
Total	3,312	100	4,467	100	1,402	100	1,186	100

Table 5.4 shows a detailed categorization of the RN Non-Practising Class losses over the past four years.

Table 5.4: RN Non-Practising Class losses: Detailed categorization

	2014		2015		2016		2017	
	#	%	#	%	#	%	#	%
Revoked	143	28.7	105	15.5	224	22.6	199	17.6
Resigned	340	68.1	526	77.7	651	65.8	819	72.4
Leaving nursing to work in another profession	14	2.8	18	2.7	35	3.5	46	4.1
On leave from nursing and not working in another profession	6	1.2	15	2.2	20	2.0	23	2.0
Leaving Canada to work as a nurse in another country	4	0.8	8	1.2	23	2.3	17	1.5
Leaving Ontario to work as a nurse in another province	11	2.2	25	3.7	19	1.9	44	3.9
Retiring from the workforce	256	51.3	340	50.2	381	38.5	443	39.2
Other	44	8.8	77	11.4	101	10.2	106	9.4
Not stated	5	1.0	43	6.4	72	7.3	140	12.4
Change in class	16	3.2	46	6.8	114	11.5	113	10.0
General	16	3.2	45	6.6	111	11.2	110	9.7
Extended	0	0.0	1	0.1	3	0.3	3	0.3
Total	499	100	677	100	989	100	1,131	100

5.3 Demographics of Registered Nurses in the Non-Practising Class

Of the RNs in the Non-Practising Class in 2017, 5.8 per cent were male.

The average age of RN Non-Practising Class members in 2017 was 53.8 years.

Figure 5.1 shows the age distribution of RNs in the Non-Practising Class and Figure 5.2 shows their location of nursing education.

Figure 5.1: RNs in the Non-Practising Class: Age distribution

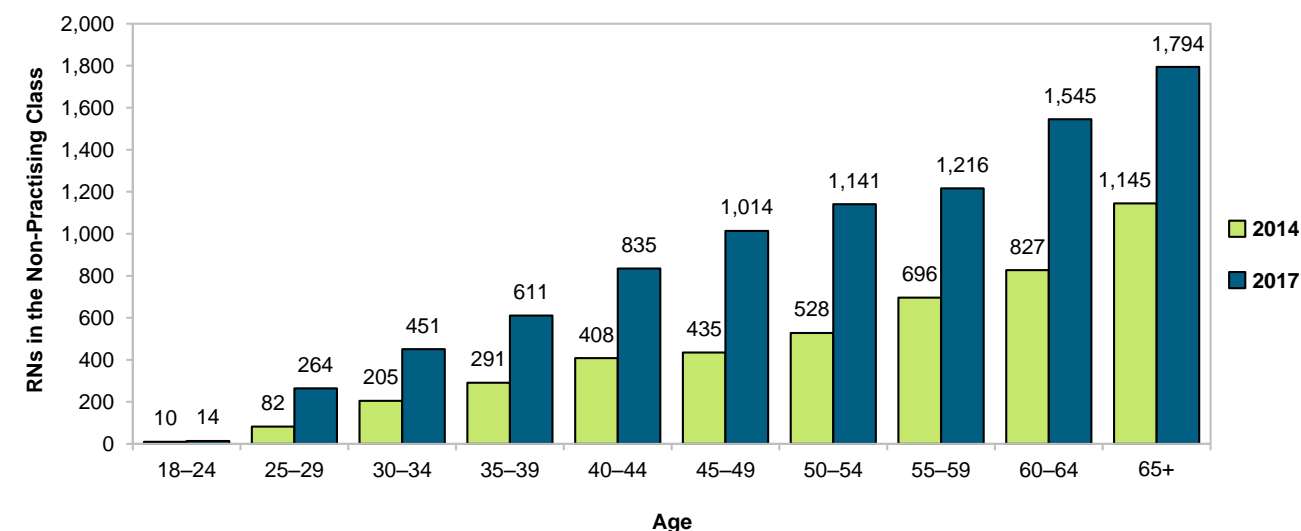
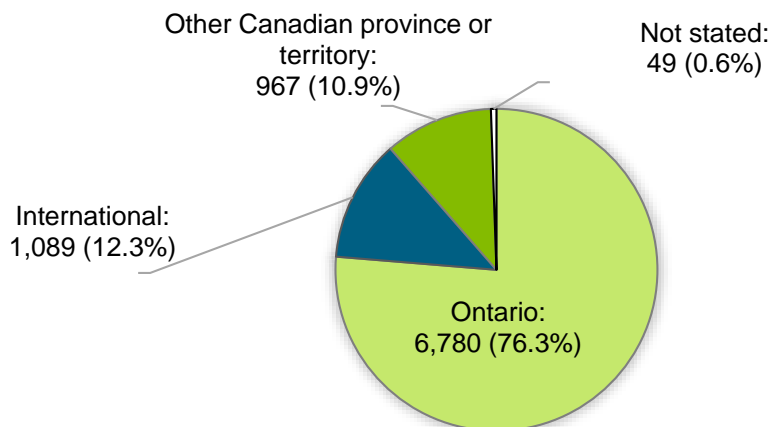


Figure 5.2: RNs in the Non-Practising Class: Location of nursing education²⁰



²⁰ See Section 2.4.5 for information about location of nursing education.

5.4 Registered Nurses in the Non-Practising Class employed in nursing outside of Ontario²¹

Table 5.5 shows the employment position locations for RNs in the Non-Practising Class employed in nursing outside Ontario over the past four years.

Table 5.5: RNs in the Non-Practising Class employed in nursing outside Ontario: Employment position locations

	2014		2015		2016		2017	
	#	%†	#	%†	#	%†	#	%†
Alberta	59	12.6	149	15.7	196	17.7	197	17.0
British Columbia	79	16.9	138	14.5	192	17.3	195	16.9
Manitoba	24	5.1	52	5.5	72	6.5	82	7.1
New Brunswick	5	1.1	13	1.4	15	1.4	17	1.5
Newfoundland and Labrador	4	0.9	9	0.9	8	0.7	11	1.0
Northwest Territories	5	1.1	13	1.4	16	1.4	18	1.6
Nova Scotia	19	4.1	30	3.2	33	3.0	36	3.1
Nunavut	5	1.1	14	1.5	14	1.3	13	1.1
Prince Edward Island	2	0.4	4	0.4	5	0.5	8	0.7
Quebec	252	53.8	487	51.3	499	45.0	493	42.6
Saskatchewan	11	2.4	38	4.0	54	4.9	77	6.7
Yukon	3	0.6	3	0.3	6	0.5	9	0.8
	#	%	#	%	#	%	#	%
Canada total	468	32.3	950	30.4	1,110	33.3	1,156	33.9
United States	870	60.1	1,885	60.4	1,935	58.0	1,943	57.0
Other (outside Canada & United States)	109	7.5	287	9.2	293	8.8	309	9.1
Total	1,447	100	3,122	100	3,338	100	3,408	100

†Percentage of Canada total

²¹ Employed in nursing outside Ontario includes all members who reported at least one nursing employment position outside Ontario.

5.5 Registered Nurses in the Non-Practising Class who are registered in other jurisdictions

Members of the College can be registered in multiple jurisdictions. The following tables present data on Canadian, U.S. and international jurisdictions where RNs in the Non-Practising Class are registered.

In 2017, 3,415 (38.4 per cent) of RNs in the Non-Practising Class were registered in other jurisdictions, totalling 4,146 registrations.

Table 5.6: RNs in the Non-Practising Class: Concurrent registration locations in Canada

Province	2016		2017	
	#	%	#	%
Alberta	184	17.3	203	17.8
British Columbia	204	19.2	208	18.2
Manitoba	55	5.2	68	6.0
New Brunswick	14	1.3	17	1.5
Newfoundland and Labrador	14	1.3	17	1.5
Northwest Territories	15	1.4	20	1.8
Nova Scotia	29	2.7	33	2.9
Nunavut	26	2.4	25	2.2
Prince Edward Island	5	0.5	10	0.9
Quebec	456	42.9	462	40.5
Saskatchewan	51	4.8	66	5.8
Yukon	10	0.9	13	1.1
Canada total	1,063	100	1,142	100

Table 5.7: RNs in the Non-Practising Class: Top 10 concurrent registration locations within the U.S.

State	2016		State	2017	
	#	%		#	%
Michigan	635	25.7	Michigan	660	25.9
California	336	13.6	California	345	13.6
Florida	298	12.1	Florida	287	11.3
Texas	204	8.3	Texas	215	8.4
New York	164	6.6	New York	180	7.1
North Carolina	93	3.8	North Carolina	94	3.7
Arizona	60	2.4	Minnesota	69	2.7
Minnesota	57	2.3	Arizona	60	2.4
Georgia	44	1.8	Washington	47	1.8
Washington	43	1.7	Pennsylvania	45	1.8
Other states	533	21.6	Other states	544	21.4
United States total	2,467	100	United States total	2,546	100

Table 5.8: RNs in the Non-Practising Class: Top 10 international concurrent registration locations

Country	2016		Country	2017	
	#	%		#	%
Hong Kong	73	17.7	Hong Kong	78	17.0
Australia	71	17.2	Australia	76	16.6
United Kingdom	65	15.7	United Kingdom	66	14.4
Saudi Arabia	24	5.8	India	27	5.9
Philippines	19	4.6	Saudi Arabia	24	5.2
New Zealand	16	3.9	Philippines	20	4.4
India	16	3.9	New Zealand	18	3.9
Bermuda	13	3.1	Bermuda	13	2.8
United Arab Emirates	8	1.9	Israel	11	2.4
Ireland	8	1.9	United Arab Emirates	10	2.2
Other countries	100	24.2	Other countries	115	25.1
International total	413	100	International total	458	100

6 REGISTERED PRACTICAL NURSES IN THE GENERAL CLASS

6.1 Employment status

Table 6.1 shows the employment statuses of RPN General Class members over the past five years.

Table 6.1: RPN General Class members: Employment status

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Employed in nursing	34,285	81.6	35,933	85.5	37,600	85.1	39,836	85.0	41,307	84.7
In Ontario	33,855		35,625		37,273		39,433		40,813	
In and outside Ontario	41		49		50		55		70	
Outside Ontario	388		257		277		348		424	
Not stated	1		2		0		0		0	
Employed in nursing & non-nursing	1,410	3.4	1,627	3.9	1,802	4.1	2,045	4.4	2,242	4.6
In Ontario	1,389		1,609		1,785		2,014		2,214	
In and outside Ontario	1		1		3		4		3	
Outside Ontario	20		17		14		27		25	
Employed in non-nursing	1,816	4.3	1,080	2.6	1,239	2.8	1,344	2.9	1,350	2.8
Seeking nursing employment	929		882		1,030		1,153		1,194	
Not employed	3,062	7.3	2,242	5.3	2,421	5.5	2,607	5.6	2,432	5.0
Seeking nursing employment	2,150		1,880		2,082		2,149		2,048	
On leave	1,423	3.4	1,133	2.7	1,133	2.6	1,056	2.3	1,417	2.9
Not stated	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0
Total	41,996	100	42,018	100	44,195	100	46,888	100	48,748	100

The College asks members not employed in nursing if they are seeking nursing employment, and if so, if their employment preference is for full-time, part-time or casual nursing employment.

Table 6.2 shows the employment preference of RPNs in the General Class who are seeking nursing employment.

**Table 6.2: RPNs in the General Class seeking nursing employment:
Employment preference**

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	1,869	60.7	1,645	59.6	1,857	59.7	1,947	59.0	1,817	56.0
Part-time	813	26.4	771	27.9	850	27.3	954	28.9	969	29.9
Casual	391	12.7	346	12.5	401	12.9	394	11.9	449	13.8
Not stated	6	0.2	0	0.0	4	0.1	7	0.2	7	0.2
Total	3,079	100	2,762	100	3,112	100	3,302	100	3,242	100

6.2 Renewal gains and losses of Registered Practical Nurses in the General Class²²

Every year, some RPN members join the College, get reinstated or join the General Class from the Non-Practising Class. These changes are gains to the General Class. Some other RPN members resign, join the Non-Practising Class or do not renew their membership. These changes are losses to the General Class.²³

6.2.1 Overall gains and losses of Registered Practical Nurses in the General Class

Figure 6.1 shows the RPN General Class gains and losses and Figure 6.2 shows the RPN General Class net gain/loss, both over the past 10 years.

During the 2014 renewal, there was a higher number of losses than usual in the General Class, which was largely attributed to the new registration regulation requirement: the declaration of practice.²⁴ With this new requirement, members could only renew in the General Class if they had:

- practised nursing in Ontario within the past three years, or
- registered or reinstated with the College within the past three years.

Members who did not meet these conditions could register in the Non-Practising Class, resign their membership or have the College revoke their membership.

²² See Section 10.1 in Appendix 2: RPNs in the General Class for more trends in RPN General Class renewal gains and losses.

²³ See Section 2.4.1 for more information about renewal gains and losses.

²⁴ Visit www.cno.org/en/maintain-your-membership1/declaration-of-practice/ for more information about the Declaration of Practice requirement.

Figure 6.1: RPNs in the General Class: Gains and losses

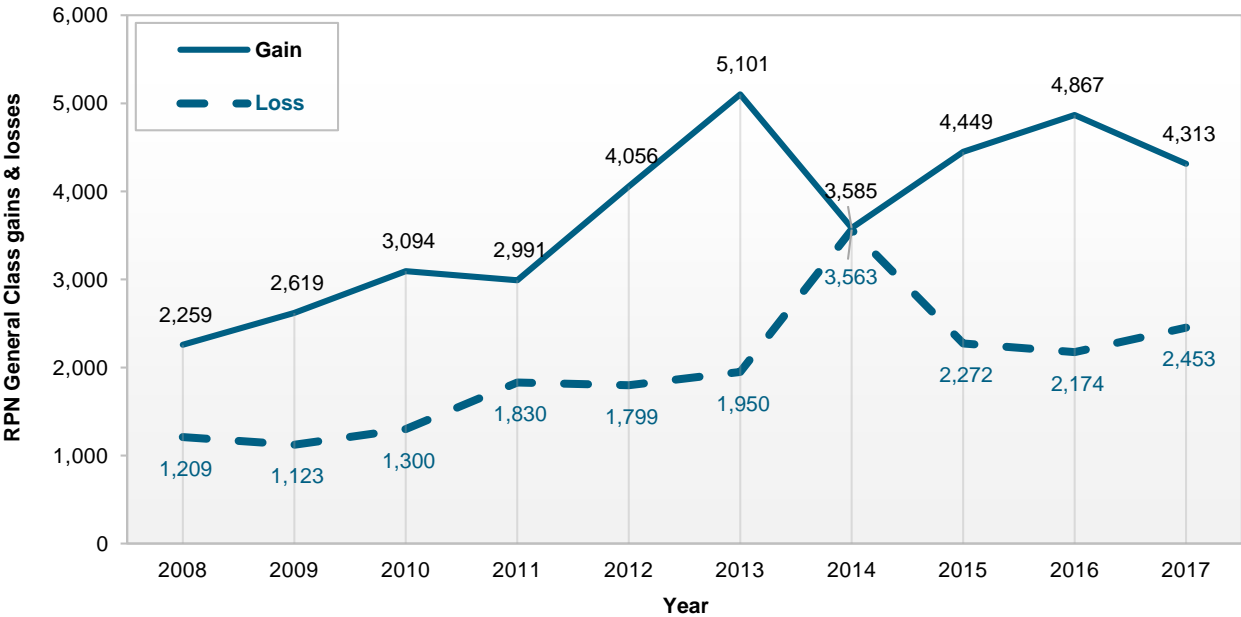
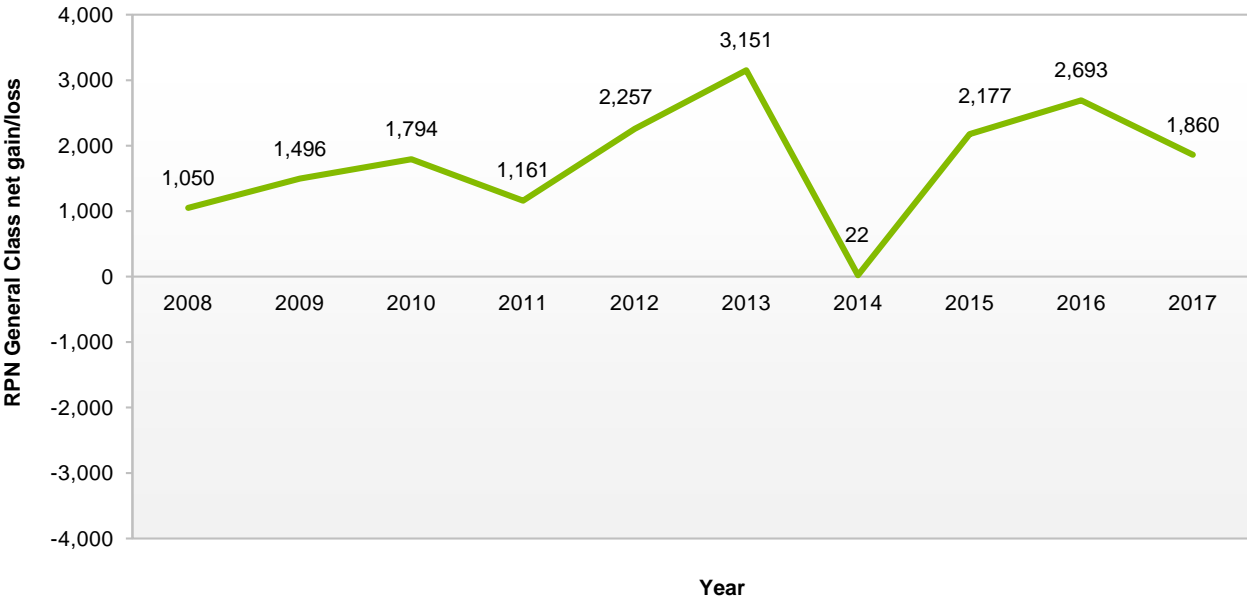


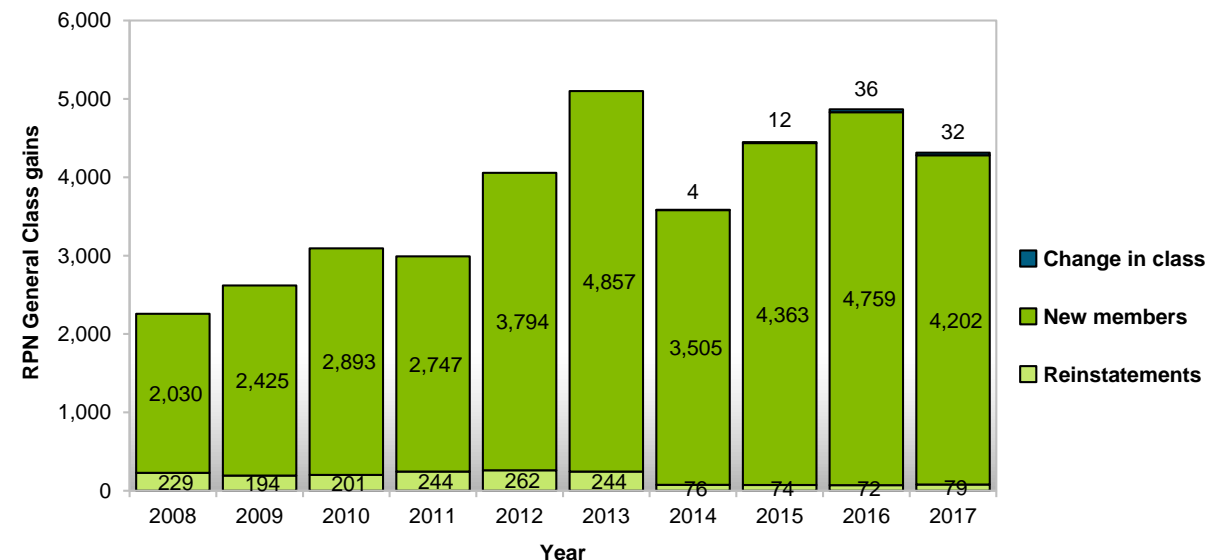
Figure 6.2: RPNs in the General Class: Net gain/loss



6.2.2 Renewal gains of Registered Practical Nurses in the General Class

Figure 6.3 shows the categorization of the RPN General Class gains over the past 10 years.

Figure 6.3: RPN General Class gains: Categorization



6.2.3 Renewal losses of Registered Practical Nurses in the General Class

Figure 6.4 shows the categorization of the RPN General Class losses over the past 10 years. Table 6.3 shows a more detailed categorization of losses over the past five years.

For more tables about RPN General Class losses, see Section 10.1.1.

Figure 6.4: RPN General Class losses: Categorization

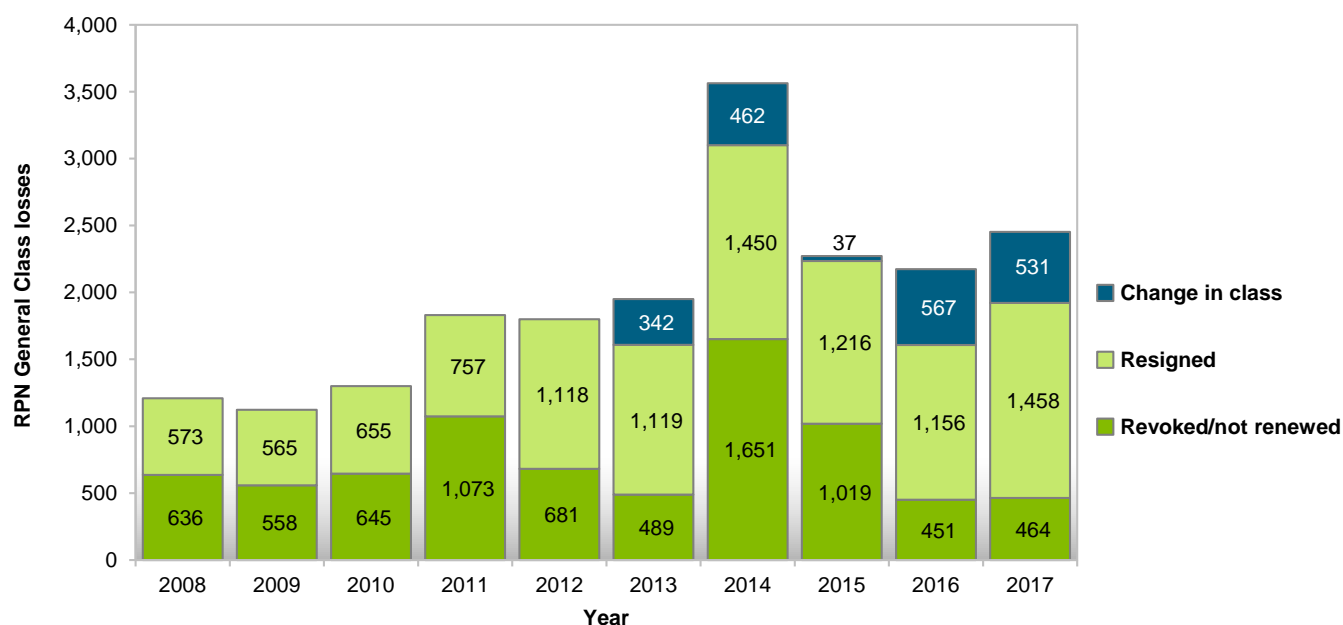


Table 6.3: RPN General Class losses: Detailed categorization

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	489	25.1	1,651	46.3	1,019	44.9	451	20.7	464	18.9
Resigned	1,119	57.4	1,450	40.7	1,216	53.5	1,156	53.2	1,458	59.4
Leaving nursing to work in another profession	70	3.6	99	2.8	47	2.1	63	2.9	73	3.0
On leave from nursing and not working in another profession	27	1.4	31	0.9	25	1.1	24	1.1	30	1.2
Leaving Canada to work as a nurse in another country	3	0.2	12	0.3	6	0.3	5	0.2	8	0.3
Leaving Ontario to work as a nurse in another province	49	2.5	81	2.3	68	3.0	53	2.4	72	2.9
Retiring from the workforce	369	18.9	561	15.7	481	21.2	424	19.5	504	20.5
Other	443	22.7	485	13.6	496	21.8	465	21.4	603	24.6
Not stated	158	8.1	181	5.1	93	4.1	122	5.6	168	6.8
Change in class to Non-Practising	342	17.5	462	13.0	37	1.6	567	26.1	531	21.6
Total	1,950	100	3,563	100	2,272	100	2,174	100	2,453	100

6.3 Registered Practical Nurses in the General Class employed in nursing in Ontario

Figure 6.5 shows the number of RPNs in the General Class employed in nursing in Ontario over the past 10 years.

Figure 6.5: Number of RPNs in the General Class employed in nursing in Ontario

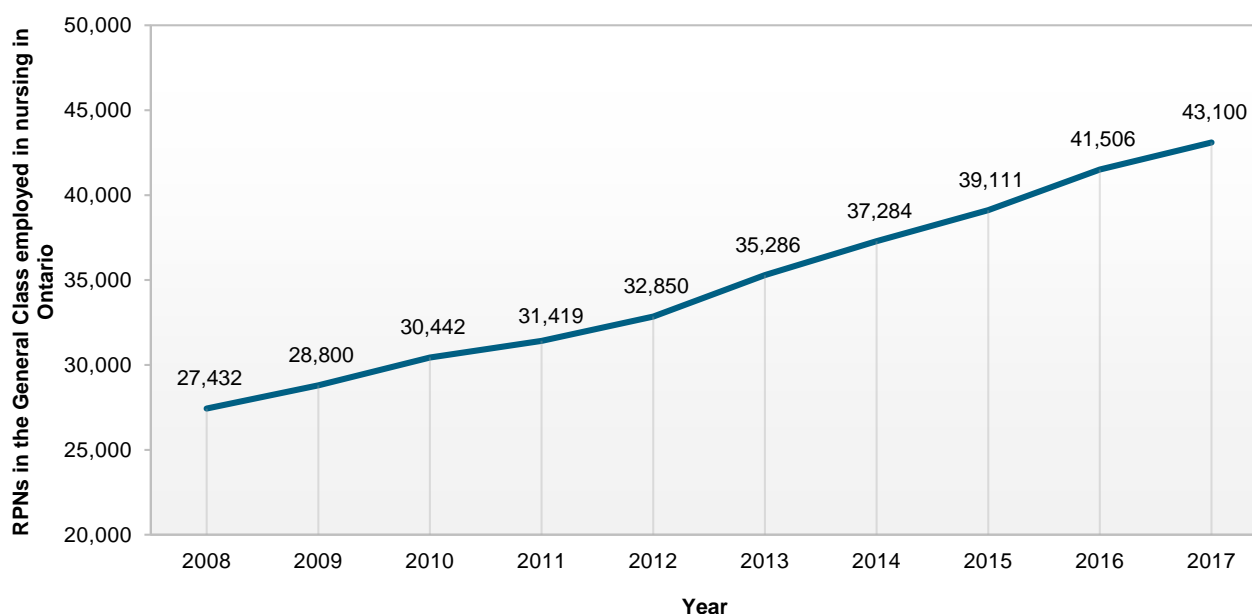


Table 6.4 shows the overall working statuses of RPNs in the General Class employed in nursing in Ontario over the past five years.²⁵

Table 6.4: RPNs in the General Class employed in nursing in Ontario: Overall working status

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	20,034	56.8	20,822	55.8	21,550	55.1	22,478	54.2	23,239	53.9
Part-time	12,197	34.6	13,123	35.2	13,962	35.7	15,084	36.3	15,702	36.4
Casual	3,055	8.7	3,339	9.0	3,597	9.2	3,944	9.5	4,158	9.6
Not stated	0	0.0	0	0.0	2	0.0	0	0.0	1	0.0
Total	35,286	100	37,284	100	39,111	100	41,506	100	43,100	100

²⁵ See Section 2.4.3 for information about overall working status.

The College asked RPNs in the General Class employed in nursing in Ontario what their working status preference was: full-time, part-time or casual.

Table 6.5 shows how the members' working status preference matched with their actual overall working status.

Table 6.5: RPN General Class members employed in nursing in Ontario: Working preference

Working preference	Overall working status in Ontario							
	Full-time		Part-time		Casual		Not stated	
	#	%	#	%	#	%	#	%
Full-time	22,485	96.8	8,653	55.1	1,849	44.5	0	0.0
Part-time	615	2.6	6,880	43.8	878	21.1	1	100
Casual	139	0.6	169	1.1	1,431	34.4	0	0.0
Total	23,239	100	15,702	100	4,158	100	1	100

6.3.1 Demographics of Registered Practical Nurses in the General Class

Of the RPNs in the General Class employed in nursing in Ontario in 2017, 9.1 per cent were male, compared to 6.2 per cent in 2008.

The average age of RPN General Class members employed in nursing in Ontario in 2017 was 40.8 years.

Figure 6.6 shows the age distribution of RPNs in the General Class employed in nursing in Ontario over the past 10 years and Figure 6.7 shows their location of nursing education.

Figure 6.6: RPNs in the General Class employed in nursing in Ontario: Age distribution²⁶

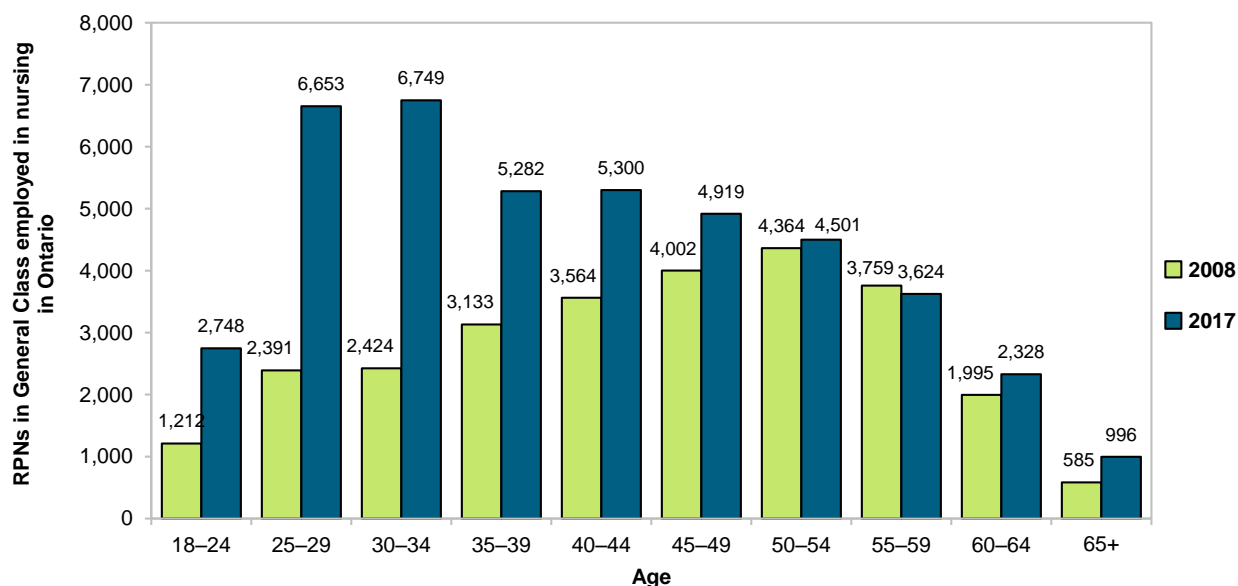
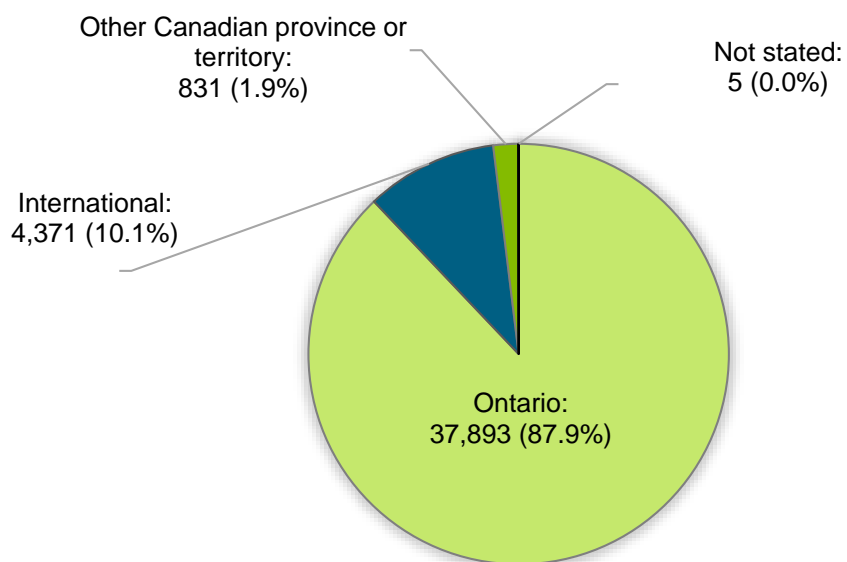


Figure 6.7: RPNs in the General Class employed in nursing in Ontario: Location of nursing education²⁷



²⁶ In 2008, there is a small discrepancy compared to Figure 6.5 because 3 members did not have stated ages.

²⁷ See Section 2.4.5 for information about location of nursing education.

6.3.2 Nursing employment of Registered Practical Nurses in the General Class

Table 6.6 shows the number of nursing employment positions and members' working statuses for RPNs in the General Class employed in nursing in Ontario over the past five years.²⁸

**Table 6.6: RPNs in the General Class employed in nursing in Ontario:
Number of nursing employment positions and members' working status**

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
One nursing employer	28,373	80.4	29,805	79.9	31,257	79.9	33,294	80.2	34,512	80.1
Full-time	16,740	47.4	17,387	46.6	18,108	46.3	18,974	45.7	19,661	45.6
Part-time	9,064	25.7	9,665	25.9	10,219	26.1	11,050	26.6	11,384	26.4
Casual	2,569	7.3	2,753	7.4	2,928	7.5	3,270	7.9	3,466	8.0
Not stated	0	0.0	0	0.0	2	0.0	0	0.0	1	0.0
Two nursing employers	6,133	17.4	6,609	17.7	6,963	17.8	7,247	17.5	7,590	17.6
Both full-time	130	0.4	174	0.5	201	0.5	149	0.4	148	0.3
Full-time and part-time	1,103	3.1	1,137	3.0	1,159	3.0	1,209	2.9	1,260	2.9
Full-time and casual	1,780	5.0	1,818	4.9	1,785	4.6	1,840	4.4	1,839	4.3
Both part-time	1,201	3.4	1,298	3.5	1,430	3.7	1,512	3.6	1,664	3.9
Part-time and casual	1,500	4.3	1,676	4.5	1,805	4.6	1,952	4.7	2,086	4.8
Both casual	419	1.2	506	1.4	583	1.5	585	1.4	592	1.4
Part-time and not stated	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Three or more nursing employers	780	2.2	870	2.3	891	2.3	965	2.3	998	2.3
Overall full-time (at least one full-time position)	281	0.8	306	0.8	297	0.8	306	0.7	331	0.8
Overall part-time (highest working status is part-time, no full-time positions)	432	1.2	484	1.3	508	1.3	570	1.4	567	1.3
Overall casual (all positions are casual)	67	0.2	80	0.2	86	0.2	89	0.2	100	0.2
Total RPNs employed in nursing in Ontario	35,286	100	37,284	100	39,111	100	41,506	100	43,100	100
Total nursing employment positions in Ontario	43,060		45,742		47,981		50,805		52,820	

²⁸ See Section 2.4.2 for information about multiple employment positions.

Table 6.7 shows the nursing position working statuses of RPNs in the General Class employed in nursing in Ontario over the past five years.

Table 6.7: RPNs in the General Class employed in nursing in Ontario: Working status for nursing employment positions²⁹

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	20,186	46.9	21,034	46.0	21,788	45.4	22,643	44.6	23,414	44.3
Part-time	14,936	34.7	16,061	35.1	17,092	35.6	18,387	36.2	19,210	36.4
Casual	7,938	18.4	8,647	18.9	9,099	19.0	9,775	19.2	10,193	19.3
Not stated	0	0.0	0	0.0	2	0.0	0	0.0	3	0.0
Total	43,060	100	45,742	100	47,981	100	50,805	100	52,820	100

Table 6.8 shows the Local Health Integration Network (LHIN) regions of RPN General Class employment positions over the past five years.³⁰

Table 6.8: RPN General Class employment positions: LHIN regions

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Central	3,869	9.0	4,189	9.2	4,646	9.7	4,913	9.7	5,280	10.0
Central East	4,325	10.0	4,484	9.8	4,825	10.1	5,267	10.4	5,468	10.4
Central West	1,439	3.3	1,486	3.2	1,597	3.3	1,727	3.4	1,867	3.5
Champlain	4,428	10.3	4,655	10.2	4,886	10.2	5,188	10.2	5,195	9.8
Erie St. Clair	2,351	5.5	2,568	5.6	2,713	5.7	2,844	5.6	2,994	5.7
Hamilton Niagara Haldimand Brant	5,085	11.8	5,535	12.1	5,774	12.0	6,034	11.9	6,268	11.9
Mississauga Halton	2,393	5.6	2,599	5.7	2,862	6.0	3,253	6.4	3,524	6.7
North East	2,932	6.8	3,050	6.7	3,154	6.6	3,269	6.4	3,291	6.2
North Simcoe Muskoka	1,873	4.3	1,971	4.3	2,056	4.3	2,161	4.3	2,170	4.1
North West	1,348	3.1	1,430	3.1	1,428	3.0	1,468	2.9	1,451	2.7
South East	2,369	5.5	2,472	5.4	2,474	5.2	2,530	5.0	2,581	4.9
South West	3,749	8.7	3,889	8.5	4,063	8.5	4,214	8.3	4,379	8.3
Toronto Central	4,326	10.0	4,594	10.0	4,734	9.9	5,014	9.9	5,319	10.1
Waterloo Wellington	2,375	5.5	2,567	5.6	2,765	5.8	2,923	5.8	3,030	5.7
Not stated	198	0.5	253	0.6	4	0.0	0	0.0	3	0.0
Total	43,060	100	45,742	100	47,981	100	50,805	100	52,820	100

²⁹ See Section 2.4.3 for information about working status for employment positions.

³⁰ See the *LHIN Region Report 2017* at www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/ for detailed membership statistics by LHIN.

6.4 Registered Practical Nurses in the General Class employed in nursing outside of Ontario³¹

In 2013, the College created the Non-Practising Class. As a result, during the 2014 renewal, members of the General Class who had not practised nursing in Ontario in the previous three years were required to either register in the Non-Practising Class or resign their membership.³² Due to this, the number of RPNs in the General Class employed in nursing outside Ontario decreased from 525 for 2013 to 388 for 2014.

Table 6.9 shows the employment position locations for RPNs in the General Class employed in nursing outside Ontario over the past five years.

Table 6.9: RPNs in the General Class employed in nursing outside Ontario: Employment position locations

	2013		2014		2015		2016		2017	
	#	% [†]	#	% [†]	#	% [†]	#	% [†]	#	% [†]
Alberta	121	30.9	104	31.8	127	37.4	135	30.1	133	24.4
British Columbia	56	14.3	41	12.5	30	8.8	47	10.5	72	13.2
Manitoba	23	5.9	30	9.2	39	11.5	42	9.4	58	10.6
New Brunswick	6	1.5	9	2.8	5	1.5	9	2.0	8	1.5
Newfoundland and Labrador	3	0.8	4	1.2	3	0.9	21	4.7	29	5.3
Northwest Territories	10	2.6	4	1.2	6	1.8	8	1.8	11	2.0
Nova Scotia	15	3.8	12	3.7	13	3.8	51	11.4	68	12.5
Nunavut	8	2.0	4	1.2	6	1.8	9	2.0	12	2.2
Prince Edward Island	3	0.8	2	0.6	1	0.3	15	3.3	14	2.6
Quebec	114	29.2	89	27.2	76	22.4	71	15.8	83	15.2
Saskatchewan	30	7.7	25	7.6	31	9.1	37	8.2	52	9.5
Yukon	2	0.5	3	0.9	3	0.9	4	0.9	5	0.9
	#	%	#	%	#	%	#	%	#	%
Canada total	391	74.5	327	84.3	340	85.4	449	88.0	545	84.5
United States	102	19.4	44	11.3	46	11.6	48	9.4	76	11.8
Other (outside Canada & United States)	31	5.9	15	3.9	12	3.0	13	2.5	24	3.7
Not stated (outside Ontario)	1	0.2	2	0.5	0	0.0	0	0.0	0	0.0
Total	525	100	388	100	398	100	510	100	645	100

[†]Percentage of Canada total

³¹ Employed in nursing outside Ontario includes all members who reported at least one nursing employment position outside Ontario.

³² See Section 2.3.3 for more information about the Non-Practising Class.

6.5 Registered Practical Nurses in the General Class who are registered in other jurisdictions

Members of the College can be registered in multiple jurisdictions. The following tables present data on Canadian, U.S. and international jurisdictions where RPNs in the General Class are registered.

In 2017, 1,285 (2.6 per cent) of RPNs in the General Class were registered in other jurisdictions, totalling 1,356 registrations.

Table 6.10: RPNs in the General Class: Concurrent registration locations in Canada

Province	2016		2017	
	#	%	#	%
Alberta	506	54.4	599	51.2
British Columbia	81	8.7	97	8.3
Manitoba	24	2.6	48	4.1
New Brunswick	10	1.1	10	0.9
Newfoundland and Labrador	21	2.3	36	3.1
Nova Scotia	14	1.5	21	1.8
Northwest Territories	72	7.7	90	7.7
Nunavut	27	2.9	36	3.1
Prince Edward Island	11	1.2	17	1.5
Quebec	132	14.2	163	13.9
Saskatchewan	29	3.1	45	3.8
Yukon	4	0.4	9	0.8
Canada total	931	100	1,171	100

Table 6.11: RPNs in the General Class: Top 10 concurrent registration locations within the U.S.

State	2016		State	2017	
	#	%		#	%
Michigan	30	35.7	Michigan	31	31.6
New York	18	21.4	New York	19	19.4
Florida	9	10.7	Minnesota	11	11.2
Minnesota	7	8.3	Florida	9	9.2
Connecticut	4	4.8	Connecticut	5	5.1
Illinois	2	2.4	California	4	4.1
Colorado	2	2.4	Pennsylvania	3	3.1
Washington	1	1.2	Ohio	2	2.0
Texas	1	1.2	Illinois	2	2.0
South Carolina	1	1.2	Colorado	2	2.0
Other states	9	10.7	Other states	10	10.2
United States total	84	100	United States total	98	100

Table 6.12: RPNs in the General Class: Top 10 international concurrent registration locations

Country	2016		Country	2017	
	#	%		#	%
India	22	34.4	India	27	31.0
Hong Kong	7	10.9	Israel	8	9.2
Israel	6	9.4	Hong Kong	8	9.2
United Kingdom	5	7.8	United Kingdom	5	5.7
Uruguay	3	4.7	Australia	4	4.6
United Arab Emirates	2	3.1	Uruguay	3	3.4
Ghana	2	3.1	Ukraine	3	3.4
Colombia	2	3.1	Colombia	3	3.4
China	2	3.1	Rwanda	2	2.3
Australia	2	3.1	Iceland	2	2.3
Other countries	11	17.2	Other countries	22	25.3
International total	64	100	International total	87	100

6.6 Appendix table references for Registered Practical Nurses in the General Class

Table 10.1: Gains and losses.....	77
Table 10.2: Type of gain	77
Table 10.3: Gains by age group.....	78
Table 10.4: Type of loss.....	78
Table 10.5: Losses by age group.....	79
Table 10.6: Loss reasons by age group.....	80
Table 10.7: Employment status of losses in the previous practice year	81
Table 10.8: Losses by employment status during previous practice year: Categorization	82
Table 10.9: Nursing employers in Ontario: RPN General Class	85
Table 10.10: Nursing positions in Ontario: RPN General Class	86
Table 10.11: Areas of practice in Ontario: RPN General Class	87

7 REGISTERED PRACTICAL NURSES IN THE NON-PRACTISING CLASS

The College established the Non-Practising Class on Jan. 1, 2013, so members were first able to renew in this class during the 2014 renewal. The Non-Practising Class includes RPN members who were formerly members of the General or Retired Classes.

7.1 Employment status

Table 7.1 shows the employment statuses of RPN Non-Practising Class members over the past four years.

Table 7.1: RPNs in the Non-Practising Class: Employment status

	2014		2015		2016		2017	
	#	%	#	%	#	%	#	%
Employed in nursing outside Ontario	71	9.6	201	12.4	317	16.8	443	21.6
Employed in nursing & non-nursing outside Ontario	4	0.5	12	0.7	12	0.6	12	0.6
Employed in non-nursing	282	38.0	598	36.8	644	34.1	678	33.0
Seeking nursing employment	19	2.6	35	2.2	53	2.8	58	2.8
Not employed	308	41.5	624	38.4	699	37.0	668	32.5
Seeking nursing employment	24	3.2	90	5.5	101	5.3	81	3.9
On leave	77	10.4	188	11.6	217	11.5	254	12.4
Total	742	100	1,623	100	1,889	100	2,055	100

7.2 Renewal gains and losses of Registered Practical Nurses in the Non-Practising Class

Every year, some RPN members get reinstated or join the Non-Practising Class from the General Class. These changes are gains to the Non-Practising Class. Some other RPN members resign, join the General Class or do not renew their membership. These changes are losses to the Non-Practising Class.³³

Table 7.2 shows the RPN Non-Practising Class gains and losses and the net gain/loss over the past four years.

³³ See Section 2.4.1 for more information about renewal gains and losses.

Table 7.2: RPNs in the Non-Practising Class: Gains and losses

	2014	2015	2016	2017
	#	#	#	#
Gain	498	996	525	529
Loss	167	115	259	363
Net gain/loss	331	881	266	166

Table 7.3 shows the categorization of the RPN Non-Practising Class gains over the past four years.

Table 7.3: RPN Non-Practising Class gains: Categorization

	2014		2015		2016		2017	
	#	%	#	%	#	%	#	%
Reinstatement	38	7.6	29	2.9	67	12.8	7	1.3
Change in class	460	92.4	967	97.1	458	87.2	522	98.7
Total	498	100	996	100	525	100	529	100

Table 7.4 shows a detailed categorization of the RPN Non-Practising Class losses over the past four years.

Table 7.4: RPN Non-Practising Class losses: Detailed categorization

	2014		2015		2016		2017	
	#	%	#	%	#	%	#	%
Revoked	90	53.9	22	19.1	81	31.3	106	29.2
Resigned	75	44.9	81	70.4	149	57.5	225	62.0
Leaving nursing to work in another profession	12	7.2	6	5.2	19	7.3	37	10.2
On leave from nursing and not working in another profession	3	1.8	6	5.2	9	3.5	15	4.1
Leaving Canada to work as a nurse in another country	1	0.6	3	2.6	1	0.4	2	0.6
Leaving Ontario to work as a nurse in another province	4	2.4	2	1.7	19	7.3	18	5.0
Retiring from the workforce	45	26.9	35	30.4	68	26.3	81	22.3
Other	10	6.0	17	14.8	22	8.5	32	8.8
Not stated	0	0.0	12	10.4	11	4.2	40	11.0
Change in class to General	2	1.2	12	10.4	29	11.2	32	8.8
Total	167	100	115	100	259	100	363	100

7.3 Demographics of Registered Practical Nurses in the Non-Practising Class

Of the RPNs in the Non-Practising Class in 2017, 9.4 per cent were male.

The average age of RPN Non-Practising Class members in 2017 was 47.6 years.

Figure 7.1 shows the age distribution of RPNs in the Non-Practising Class and Figure 7.2 shows their location of nursing education.

Figure 7.1: RPNs in the Non-Practising Class: Age distribution

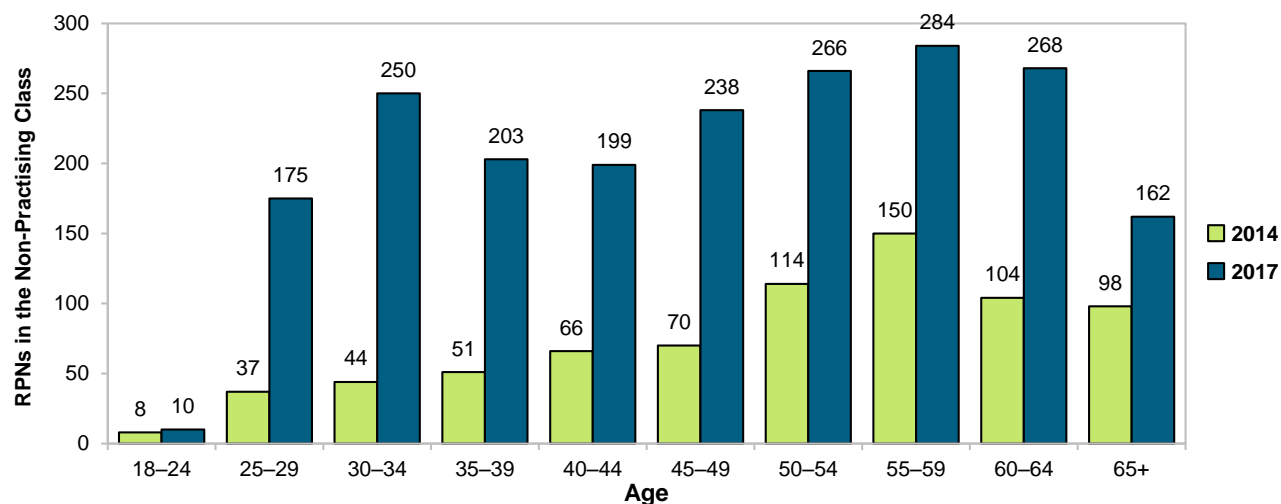
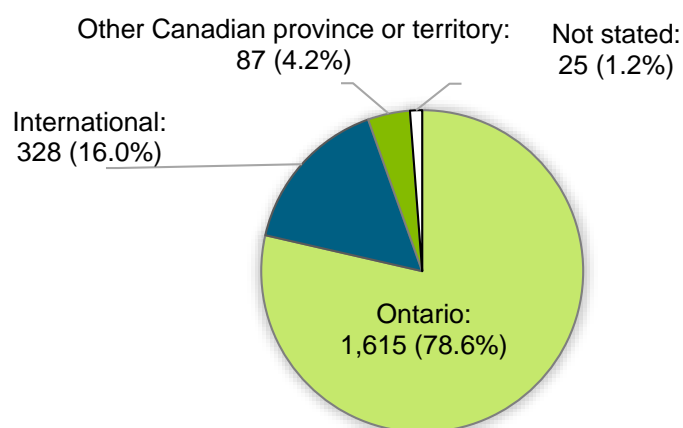


Figure 7.2: RPNs in the Non-Practising Class: Location of nursing education³⁴



³⁴ See Section 2.4.5 for information about location of nursing education.

7.4 Registered Practical Nurses in the Non-Practising Class employed in nursing outside of Ontario³⁵

Table 7.5 shows the employment position locations for RNs in the Non-Practising Class employed in nursing outside Ontario over the past four years.

Table 7.5: RPNs in the Non-Practising Class employed in nursing outside Ontario: Employment position locations

	2014		2015		2016		2017	
	#	%†	#	%†	#	%†	#	%†
Alberta	23	33.8	86	43.4	156	47.6	253	52.3
British Columbia	12	17.6	25	12.6	41	12.5	49	10.1
Manitoba	6	8.8	12	6.1	22	6.7	36	7.4
New Brunswick	3	4.4	4	2.0	10	3.0	8	1.7
Newfoundland and Labrador	1	1.5	2	1.0	6	1.8	9	1.9
Nova Scotia	2	2.9	2	1.0	4	1.2	4	0.8
Northwest Territories	1	1.5	8	4.0	24	7.3	46	9.5
Nunavut	1	1.5	3	1.5	4	1.2	3	0.6
Prince Edward Island	0	0.0	2	1.0	2	0.6	2	0.4
Quebec	9	13.2	26	13.1	29	8.8	35	7.2
Saskatchewan	7	10.3	22	11.1	26	7.9	35	7.2
Yukon	3	4.4	6	3.0	4	1.2	4	0.8
	#	%	#	%	#	%	#	%
Canada total	68	76.4	198	78.0	328	82.4	484	83.9
United States	19	21.3	51	20.1	63	15.8	78	13.5
Other (outside Canada & United States)	2	2.2	5	2.0	7	1.8	15	2.6
Total	89	100	254	100	398	100	577	100

†Percentage of Canada total.

³⁵ Employed in nursing outside Ontario includes all members who reported having at least one nursing employment position outside Ontario.

7.5 Registered Practical Nurses in the Non-Practising Class who are registered in other jurisdictions

Members of the College can be registered in multiple jurisdictions. The following tables present data on Canadian, U.S. and international jurisdictions where RPNs in the Non-Practising Class are registered.

In 2017, 418 (20.3 per cent) of RPNs in the Non-Practising Class were registered in other jurisdictions, totalling 445 registrations.

Table 7.6: RPNs in the Non-Practising Class: Concurrent registration locations in Canada

Province	2016		2017	
	#	%	#	%
Alberta	130	49.1	196	51.2
British Columbia	31	11.7	39	10.2
Manitoba	17	6.4	27	7.0
New Brunswick	9	3.4	7	1.8
Newfoundland and Labrador	4	1.5	9	2.3
Northwest Territories	5	1.9	4	1.0
Nova Scotia	18	6.8	36	9.4
Nunavut	3	1.1	2	0.5
Prince Edward Island	1	0.4	1	0.3
Quebec	22	8.3	28	7.3
Saskatchewan	23	8.7	34	8.9
Yukon	2	0.8	0	0.0
Canada total	265	100	383	100

Table 7.7: RPNs in the Non-Practising Class: Top 10 concurrent registration locations within the U.S.

State	2016		State	2017	
	#	%		#	%
Michigan	8	16.0	Michigan	7	12.7
Ohio	4	8.0	New York	5	9.1
North Carolina	4	8.0	Florida	5	9.1
New York	4	8.0	Ohio	4	7.3
New Jersey	3	6.0	North Carolina	4	7.3
Florida	3	6.0	New Jersey	4	7.3
California	3	6.0	Texas	3	5.5
Washington	2	4.0	Minnesota	3	5.5
Texas	2	4.0	Washington	2	3.6
South Carolina	2	4.0	South Carolina	2	3.6
Other states	15	30.0	Other states	16	29.1
United States total	50	100	United States total	55	100

Table 7.8: RPNs in the Non-Practising Class: Top international concurrent registration locations

Country	2016		Country	2017	
	#	%		#	%
Romania	1	25.0	Hong Kong	3	42.9
Netherlands	1	25.0	Romania	1	14.3
Hong Kong	1	25.0	Netherlands	1	14.3
Brazil	1	25.0	Brazil	1	14.3
International total	4	100	Australia	1	14.3
			International total	7	100

8 REGISTERED NURSES IN THE EXTENDED CLASS (NURSE PRACTITIONERS)³⁶

8.1 Employment status

Table 8.1 shows the employment statuses of RN Extended Class (NP) members over the past five years.

Table 8.1: RNs in the Extended Class (NPs): Employment status

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Employed in nursing	2,041	91.0	2,164	91.6	2,348	91.5	2,582	91.5	2,802	90.9
In Ontario	1,939		2,091		2,279		2,505		2,704	
In and outside Ontario	35		37		29		39		52	
Outside Ontario	67		36		40		38		46	
Employed in nursing & non-nursing	84	3.7	86	3.6	101	3.9	116	4.1	115	3.7
In Ontario	81		79		97		113		108	
In and outside Ontario	1		2		2		0		3	
Outside Ontario	2		5		2		3		4	
Employed in non-nursing	6	0.3	6	0.3	4	0.2	3	0.1	7	0.2
Seeking nursing employment	1		4		3		3		4	
Not employed	46	2.1	45	1.9	41	1.6	58	2.1	70	2.3
Seeking nursing employment	29		32		29		42		55	
On leave	65	2.9	61	2.6	73	2.8	63	2.2	89	2.9
Total	2,242	100	2,362	100	2,567	100	2,822	100	3,083	100

The College asks members not employed in nursing if they are seeking nursing employment, and if so, if their employment preference is for full-time, part-time or casual nursing employment.

Table 8.2 shows the employment preference of RNs in the Extended Class (NPs) who are seeking nursing employment.

³⁶ Registered Nurses in the Extended Class are also known as Nurse Practitioners (NPs). Visit www.cno.org/en/become-a-nurse/classes-of-registration/ for information about the College's classes of registration.

**Table 8.2: RNs in the Extended Class (NPs) seeking nursing employment:
Employment preference**

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	16	53.3	21	58.3	17	53.1	24	53.3	31	52.5
Part-time	9	30.0	14	38.9	9	28.1	13	28.9	19	32.2
Casual	5	16.7	1	2.8	6	18.8	8	17.8	9	15.3
Total	30	100	36	100	32	100	45	100	59	100

The College registers RNs in the Extended Class (NPs) in three specialties: Adult, Paediatrics and Primary Health Care. A member can have more than one specialty. Table 8.3 shows the number of specialties that RNs in the Extended Class (NPs) have.

Table 8.3: RNs in the Extended Class (NPs): Specialties

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Adult	425	18.8	466	19.6	484	18.7	513	18.1	557	17.9
Paediatrics	196	8.7	202	8.5	206	8.0	220	7.7	230	7.4
Primary Health Care	1,637	72.5	1,711	71.9	1,897	73.3	2,108	74.2	2,320	74.7
Total	2,258	100	2,379	100	2,587	100	2,841	100	3,107	100

Members with two specialties	16	17	20	19	24
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8.2 Renewal gains and losses of RNs in the Extended Class (NPs)

Every year, some NP members join the College, get reinstated or join the Extended Class from another class. These changes are gains to the Extended Class. Some other NP members resign, join a different class or do not renew their membership. These changes are losses to the Extended Class.³⁷

8.2.1 Overall gains and losses of RNs in the Extended Class (NPs)

Figure 8.1 shows the RN Extended Class (NP) gains and losses and

³⁷ See Section 2.4.1 for more information about renewal gains and losses.

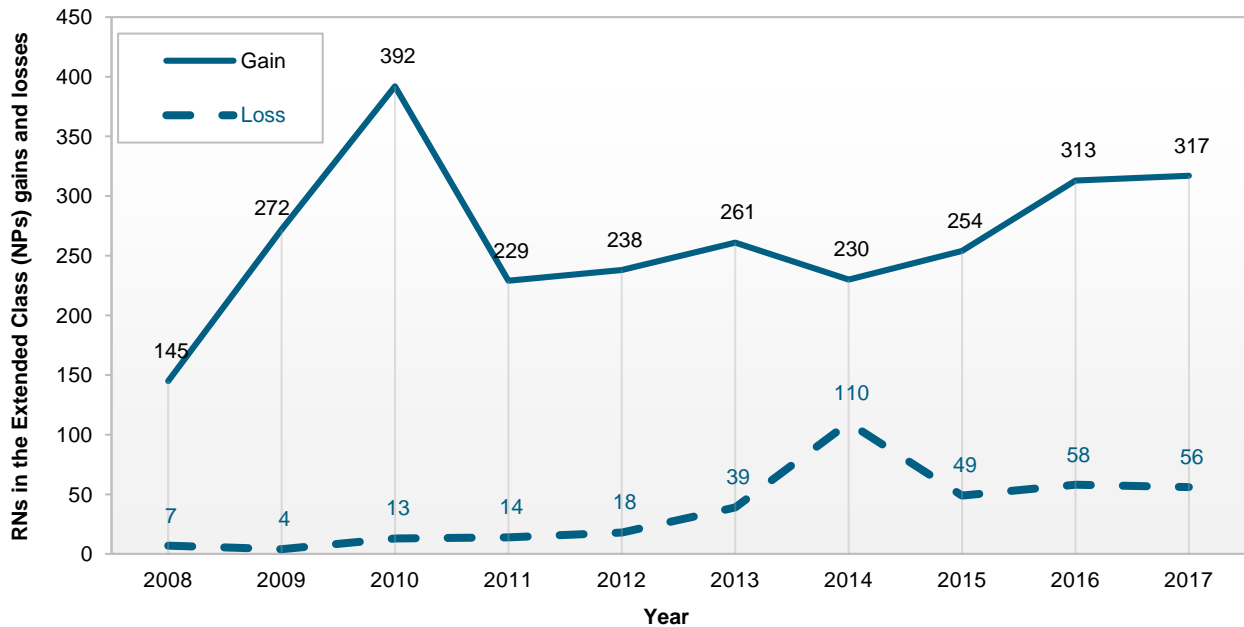
Figure 8.2 shows the RN Extended Class (NP) net gain/loss, both over the past 10 years.

During the 2014 renewal, there was a higher number of losses than usual in the Extended Class, which was largely attributed to the new registration regulation requirement: the declaration of practice.³⁸ With this new requirement, members could only renew in the Extended Class if they had:

- practised nursing in Ontario within the past three years, or
- registered or reinstated with the College within the past three years.

Members who did not meet these conditions could register in the Non-Practising Class, resign their membership or have the College revoke their membership.

Figure 8.1: RNs in the Extended Class (NPs): Gains and losses



³⁸ Visit www.cno.org/en/maintain-your-membership1/declaration-of-practice/ for more information about the declaration of practice requirement.

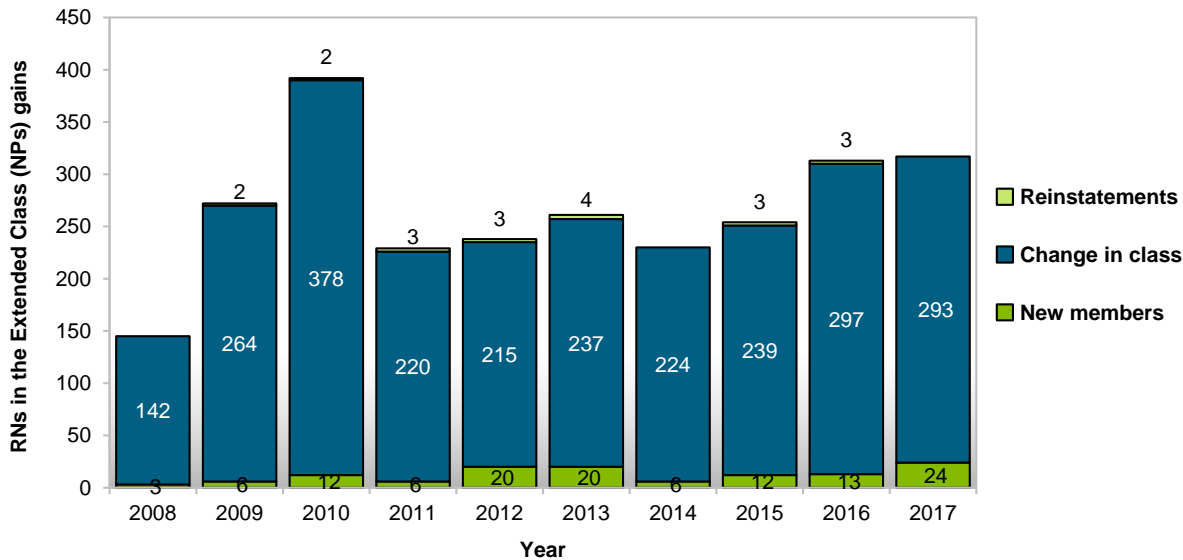
Figure 8.2: RNs in the Extended Class (NPs): Net gain/loss



8.2.2 Renewal gains for RNs in the Extended Class (NPs)

Figure 8.3 shows the categorization of the RN Extended Class (NP) gains over the past 10 years.

Figure 8.3: RNs in the Extended Class (NPs) gains: Categorization



8.2.3 Renewal losses for RNs in the Extended Class (NPs)

Figure 8.4 shows the categorization of the RN Extended Class (NP) losses over the past 10 years. Table 8.4 shows a more detailed categorization of losses over the past five years.

Figure 8.4: RNs in the Extended Class (NPs) losses: Categorization

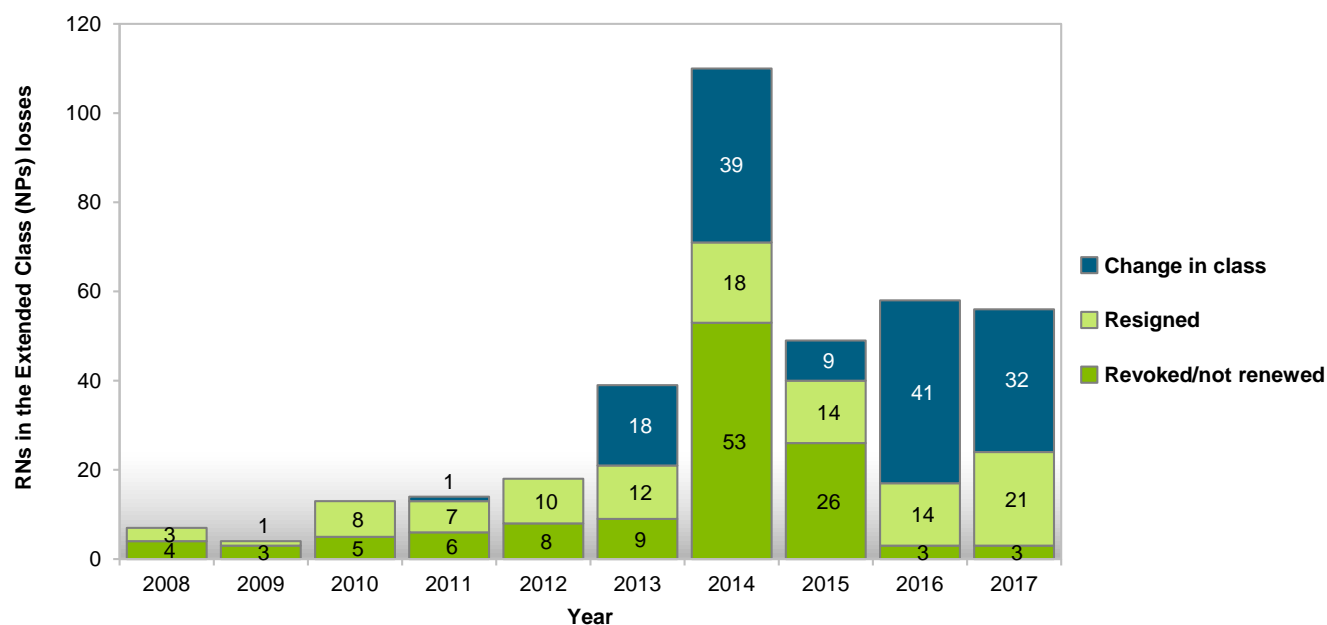


Table 8.4: RNs in the Extended Class (NPs) losses: Detailed categorization

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	9	23.1	53	48.2	26	53.1	3	5.2	3	5.4
Resigned	12	30.8	18	16.4	14	28.6	14	24.1	21	37.5
Leaving nursing to work in another profession	1	2.6	1	0.9	1	2.0	1	1.7	0	0.0
On leave from nursing and not working in another profession	0	0.0	0	0.0	0	0.0	1	1.7	0	0.0
Leaving Canada to work as a nurse in another country	0	0.0	2	1.8	1	2.0	0	0.0	1	1.8
Leaving Ontario to work as a nurse in another province	2	5.1	4	3.6	5	10.2	5	8.6	4	7.1
Retiring from the workforce	4	10.3	3	2.7	2	4.1	5	8.6	9	16.1
Other	0	0.0	5	4.5	0	0.0	0	0.0	3	5.4
Not stated	5	12.8	3	2.7	5	10.2	2	3.4	4	7.1
Change in class	18	46.2	39	35.5	9	18.4	41	70.7	32	57.1
General	7	17.9	36	32.7	8	16.3	16	27.6	12	21.4
Non-Practising	11	28.2	3	2.7	1	2.0	25	43.1	20	35.7
Total	39	100	110	100	49	100	58	100	56	100

8.3 RNs in the Extended Class (NPs) employed in nursing in Ontario

Figure 8.5 shows the number of RNs in the Extended Class (NPs) employed in nursing in Ontario over the past 10 years.

Figure 8.5: Number of RNs in the Extended Class (NPs) employed in nursing in Ontario

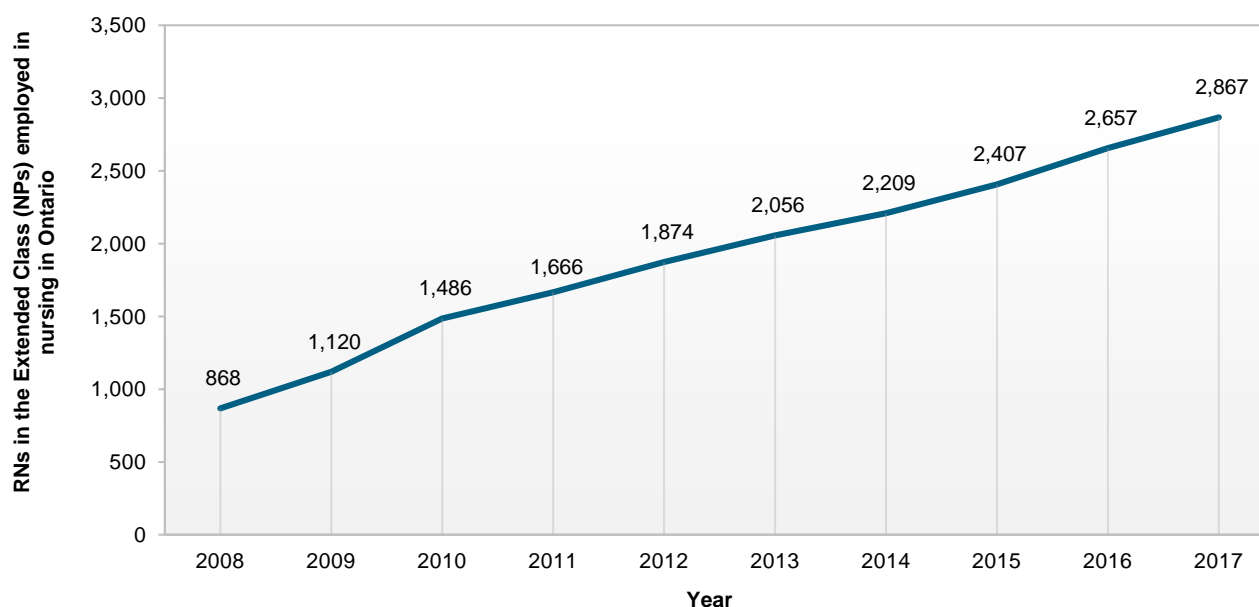


Table 8.5 shows the overall working statuses of RNs in the Extended Class (NPs) employed in nursing in Ontario over the past five years.³⁹

Table 8.5: RNs in the Extended Class (NPs) employed in nursing in Ontario: Overall working status

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	1,711	83.2	1,827	82.7	1,961	81.5	2,133	80.3	2,205	76.9
Part-time	300	14.6	337	15.3	384	16.0	458	17.2	564	19.7
Casual	45	2.2	45	2.0	62	2.6	66	2.5	98	3.4
Total	2,056	100	2,209	100	2,407	100	2,657	100	2,867	100

³⁹ See Section 2.4.3 for information about overall working status.

The College asked RNs in the Extended Class (NPs) employed in nursing in Ontario what their working status preference was: full-time, part-time or casual.

Table 8.6 shows how the members' working status preference matched with their actual overall working status.

Table 8.6: RNs in the Extended Class (NPs) employed in nursing in Ontario: Working preference

Working preference	Overall working status in Ontario					
	Full-Time		Part-Time		Casual	
	#	%	#	%	#	%
Full-time	2,080	94.3	203	36.0	42	42.9
Part-time	117	5.3	352	62.4	13	13.3
Casual	8	0.4	9	1.6	43	43.9
Total	2,205	100	564	100	98	100

8.3.1 Demographics of RNs in the Extended Class (NPs)

Of the RNs in the Extended Class (NPs) employed in nursing in Ontario in 2017, 6.5 per cent were male, compared to 4.6 per cent in 2008.

The average age of RN Extended Class (NP) members employed in nursing in Ontario in 2017 was 44.0 years.

Figure 8.6 shows the age distribution of RNs in the Extended Class (NPs) employed in nursing in Ontario over the past 10 years and Figure 8.7 shows their location of nursing education.

Figure 8.6: RNs in the Extended Class (NPs) employed in nursing in Ontario: Age distribution

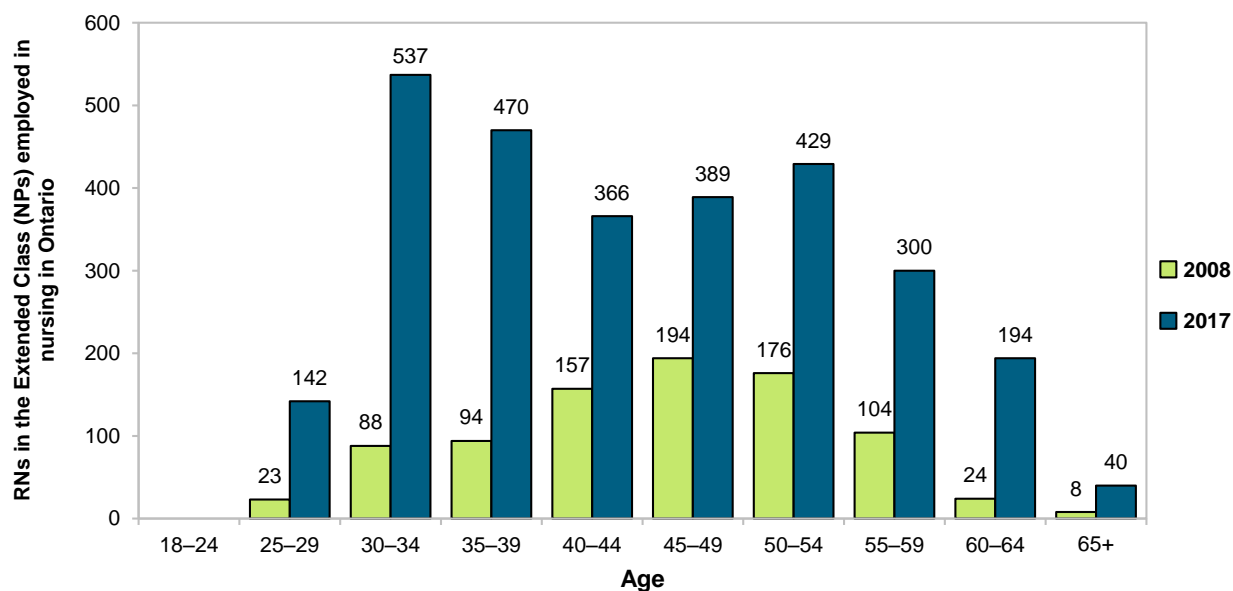
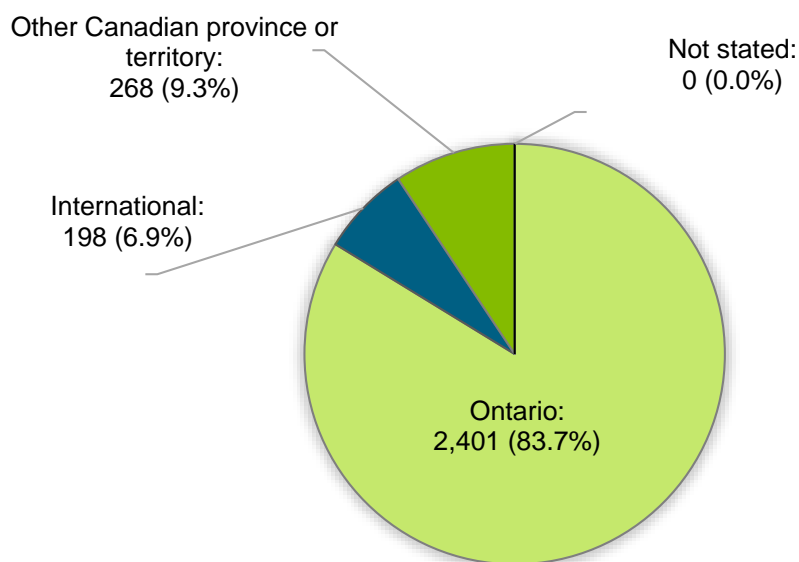


Figure 8.7: RNs in the Extended Class (NPs) employed in nursing in Ontario: Location of nursing education⁴⁰



⁴⁰ See Section 2.4.5 for information about location of nursing education.

8.3.2 Nursing employment of RNs in the Extended Class (NPs)

Table 8.7 shows the number of nursing employment positions and members' working statuses for RNs in the Extended Class (NPs) employed in nursing in Ontario over the past five years.⁴¹

**Table 8.7: RNs in the Extended Class (NPs) employed in nursing in Ontario:
Number of nursing employment positions and members' working status**

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
One nursing employment position	1,576	76.7	1,671	75.6	1,800	74.8	1,967	74.0	2,091	72.9
Full-time	1,344	65.4	1,417	64.1	1,496	62.2	1,634	61.5	1,680	58.6
Part-time	191	9.3	218	9.9	251	10.4	283	10.7	339	11.8
Casual	41	2.0	36	1.6	53	2.2	50	1.9	72	2.5
Two nursing employment positions	396	19.3	444	20.1	498	20.7	567	21.3	639	22.3
Both full-time	4	0.2	10	0.5	13	0.5	4	0.2	12	0.4
Full-time and part-time	92	4.5	111	5.0	126	5.2	127	4.8	133	4.6
Full time and casual	216	10.5	224	10.1	255	10.6	286	10.8	303	10.6
Both part-time	50	2.4	49	2.2	52	2.2	78	2.9	87	3.0
Part-time and casual	30	1.5	38	1.7	46	1.9	61	2.3	83	2.9
Both casual	4	0.2	12	0.5	6	0.2	11	0.4	21	0.7
Three or more nursing employment positions	84	4.1	94	4.3	109	4.5	123	4.6	137	4.8
Overall full-time (at least one full-time position)	52	2.5	61	2.8	71	2.9	82	3.1	77	2.7
Overall part-time (highest working status is part-time, no full-time positions)	30	1.5	31	1.4	35	1.5	36	1.4	55	1.9
Overall casual (all positions are casual)	2	0.1	2	0.1	3	0.1	5	0.2	5	0.2
Total NPs employed in nursing in Ontario	2,056	100	2,209	100	2,407	100	2,657	100	2,867	100
Total nursing employment positions in Ontario	2,641		2,869		3,149		3,501		3,813	

⁴¹ See Section 2.4.2 for information about multiple employment positions.

Table 8.8 shows the nursing position working statuses of RNs in the Extended Class (NPs) employed in nursing in Ontario over the past five years.

Table 8.8: RNs in the Extended Class (NPs) employed in nursing in Ontario: Working status for nursing employment positions⁴²

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Full-time	1,712	64.8	1,834	63.9	1,975	62.7	2,141	61.2	2,219	58.2
Part-time	502	19.0	560	19.5	649	20.6	734	21.0	877	23.0
Casual	427	16.2	475	16.6	525	16.7	626	17.9	717	18.8
Total	2,641	100	2,869	100	3,149	100	3,501	100	3,813	100

Table 8.9 shows the Local Health Integration Network (LHIN) regions of RN Extended Class (NP) employment positions over the past five years.⁴³

Table 8.9: RNs in the Extended Class (NPs) nursing employment positions: LHIN regions

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Central	113	4.3	118	4.1	141	4.5	173	4.9	196	5.1
Central East	175	6.6	205	7.1	233	7.4	256	7.3	281	7.4
Central West	49	1.9	57	2.0	76	2.4	90	2.6	101	2.6
Champlain	250	9.5	262	9.1	280	8.9	305	8.7	333	8.7
Erie St. Clair	162	6.1	176	6.1	190	6.0	206	5.9	224	5.9
Hamilton Niagara Haldimand Brant	253	9.6	270	9.4	310	9.8	324	9.3	360	9.4
Mississauga Halton	95	3.6	102	3.6	119	3.8	128	3.7	163	4.3
North East	247	9.4	268	9.3	280	8.9	294	8.4	298	7.8
North Simcoe Muskoka	107	4.1	122	4.3	136	4.3	156	4.5	146	3.8
North West	151	5.7	145	5.1	146	4.6	174	5.0	192	5.0
South East	158	6.0	159	5.5	185	5.9	204	5.8	201	5.3
South West	207	7.8	227	7.9	251	8.0	284	8.1	312	8.2
Toronto Central	491	18.6	566	19.7	605	19.2	695	19.9	754	19.8
Waterloo Wellington	173	6.6	181	6.3	196	6.2	212	6.1	252	6.6
Not stated	10	0.4	11	0.4	1	0.0	0	0.0	0	0.0
Total	2,641	100	2,869	100	3,149	100	3,501	100	3,813	100

⁴² See Section 2.4.3 for information about working status for employment positions.

⁴³ See the *LHIN Region Report 2017* at www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/ for detailed membership statistics by LHIN.

8.3.3 RNs in the Extended Class (NPs) employed as Nurse Practitioners in Ontario

RNs in the Extended Class (NPs) do not work only as Nurse Practitioners.⁴⁴ While Sections 8.3.1 and 8.3.2 reported all nursing positions in Ontario held by RNs in the Extended Class (NPs), this section reports only nursing positions where RNs in the Extended Class (NPs) are employed as Nurse Practitioners. In 2017, 2,604 RNs in the Extended Class (NPs) had at least one employment position as a Nurse Practitioner in Ontario, totalling 2,973 Nurse Practitioner positions.

Regarding specialty:

- 90.6 per cent of RNs in the Extended Class (NPs) with an Adult specialty worked as a Nurse Practitioner in Ontario
- 90.5 per cent of RNs in the Extended Class (NPs) with a Paediatrics specialty worked as a Nurse Practitioner in Ontario
- 89.9 per cent of RNs in the Extended Class (NPs) with a Primary Health Care specialty worked as a Nurse Practitioner in Ontario.

Table 8.10 shows the employment position locations for RNs in the Extended Class (NPs) employed as Nurse Practitioners in Ontario over the past five years.

⁴⁴ The position in nursing "Nurse Practitioner (NP)" is only applicable to RNs in the Extended Class (NPs). See Table 11.2 for a breakdown of RNs in the Extended Class (NPs) by position in nursing.

Table 8.10: RNs in the Extended Class (NPs) employed in NP positions in Ontario: LHIN regions

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Central	79	4.0	83	3.7	95	3.9	123	4.5	140	4.7
Central East	143	7.2	173	7.8	197	8.0	228	8.3	242	8.1
Central West	36	1.8	46	2.1	55	2.2	65	2.4	71	2.4
Champlain	176	8.8	191	8.6	203	8.3	222	8.1	246	8.3
Erie St. Clair	133	6.7	147	6.6	162	6.6	171	6.2	180	6.1
Hamilton Niagara Haldimand Brant	200	10.0	217	9.8	258	10.5	284	10.3	300	10.1
Mississauga Halton	74	3.7	81	3.6	96	3.9	106	3.9	134	4.5
North East	206	10.3	219	9.9	226	9.2	242	8.8	245	8.2
North Simcoe Muskoka	85	4.3	98	4.4	109	4.4	127	4.6	122	4.1
North West	97	4.9	104	4.7	109	4.4	131	4.8	145	4.9
South East	114	5.7	125	5.6	146	6.0	161	5.9	166	5.6
South West	173	8.7	193	8.7	218	8.9	242	8.8	266	8.9
Toronto Central	347	17.4	397	17.9	430	17.5	479	17.4	518	17.4
Waterloo Wellington	127	6.4	141	6.3	148	6.0	165	6.0	198	6.7
Not stated	6	0.3	7	0.3	0	0.0	0	0.0	0	0.0
Total	1,996	100	2,222	100	2,452	100	2,746	100	2,973	100

Table 8.11 shows the employment sector breakdown for RNs in the Extended Class (NPs) employed as Nurse Practitioners in Ontario.

Table 8.11: RNs in the Extended Class (NPs) employed in NP positions in Ontario: Employment sectors

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Hospital	700	35.1	796	35.8	874	35.6	954	34.7	1,017	34.2
Community	1,180	59.1	1,311	59.0	1,436	58.6	1,609	58.6	1,707	57.4
Long-term care	67	3.4	69	3.1	83	3.4	94	3.4	131	4.4
Other	49	2.5	46	2.1	59	2.4	89	3.2	118	4.0
Total	1,996	100	2,222	100	2,452	100	2,746	100	2,973	100

The top five employers and areas of practice for RNs in the Extended Class (NPs) employed as Nurse Practitioners are as follows:

Table 8.12: RNs in the Extended Class (NPs) employed in NP positions in Ontario: Top five nursing employers

	2016			2017	
	#	%		#	%
Acute care hospital	830	30.2	Acute care hospital	888	29.9
Family health team	548	20.0	Family health team	563	18.9
Community health centre	461	16.8	Community health centre	462	15.5
Physician's office	135	4.9	Physician's office	165	5.5
NP-led clinic	127	4.6	NP-led clinic	127	4.3
Other employers	645	23.5	Other employers	768	25.8
Total	2,746	100	Total	2,973	100

Table 8.13: RNs in the Extended Class (NPs) employed in NP positions in Ontario: Top five areas of practice

	2016			2017	
	#	%		#	%
Primary care	1,426	51.9	Primary care	1,527	51.4
Geriatrics	188	6.8	Geriatrics	227	7.6
Acute care	147	5.4	Acute care	157	5.3
Cardiac care	113	4.1	Cardiac care	106	3.6
Emergency	96	3.5	Emergency	98	3.3
Other areas of practice	776	28.3	Other areas of practice	858	28.9
Total	2,746	100	Total	2,973	100

9 APPENDIX 1: RNs IN THE GENERAL CLASS

9.1 RN General Class gains and losses: Trends

Table 9.1: Gains and losses

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Gain	4,005	4,029	4,098	4,127	4,757	5,395	3,989	4,907	4,231	4,821
Loss	3,055	2,838	3,395	4,312	4,095	5,007	12,273	4,804	4,492	4,478
Net change	950	1,191	703	-185	662	388	-8,284	103	-261	343

Table 9.2: Type of gain

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
New members	3,267	81.6	3,388	84.1	3,536	86.3	3,522	85.3	4,183	87.9	4,838	89.7	3,766	94.4	4,611	94.0	3,920	92.6	4,507	93.5
Reinstatements	738	18.4	641	15.9	562	13.7	604	14.6	574	12.1	550	10.2	176	4.4	243	5.0	180	4.3	192	4.0
Change in class	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	7	0.1	47	1.2	53	1.1	131	3.1	122	2.5
Total	4,005	100	4,029	100	4,098	100	4,127	100	4,757	100	5,395	100	3,989	100	4,907	100	4,231	100	4,821	100

Appendix 1: RNs in the General Class

Table 9.3: Gains by age group

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18–24	1,357	33.9	1,153	28.6	1,163	28.4	1,538	37.3	1,895	39.8	2,087	38.7	1,915	48.0	2,155	43.9	1,749	41.3	2,062	42.8
25–29	1,065	26.6	1,147	28.5	1,242	30.3	991	24.0	1,249	26.3	1,432	26.5	996	25.0	1,274	26.0	1,136	26.8	1,279	26.5
30–34	444	11.1	494	12.3	502	12.2	488	11.8	511	10.7	667	12.4	411	10.3	583	11.9	519	12.3	616	12.8
35–39	374	9.3	426	10.6	384	9.4	354	8.6	377	7.9	421	7.8	247	6.2	326	6.6	306	7.2	324	6.7
40–44	245	6.1	315	7.8	300	7.3	289	7.0	306	6.4	313	5.8	184	4.6	254	5.2	198	4.7	221	4.6
45–49	214	5.3	221	5.5	219	5.3	210	5.1	188	4.0	202	3.7	116	2.9	145	3.0	148	3.5	148	3.1
50–54	128	3.2	125	3.1	118	2.9	122	3.0	96	2.0	133	2.5	51	1.3	80	1.6	82	1.9	90	1.9
55–59	91	2.3	72	1.8	88	2.1	71	1.7	82	1.7	67	1.2	44	1.1	48	1.0	63	1.5	40	0.8
60–64	56	1.4	36	0.9	50	1.2	44	1.1	33	0.7	39	0.7	16	0.4	33	0.7	23	0.5	27	0.6
65+	31	0.8	39	1.0	30	0.7	20	0.5	20	0.4	34	0.6	9	0.2	9	0.2	7	0.2	14	0.3
Not stated	0	0.0	1	0.0	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	4,005	100	4,029	100	4,098	100	4,127	100	4,757	100	5,395	100	3,989	100	4,907	100	4,231	100	4,821	100

Table 9.4: Type of loss

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Revoked	1,406	46.0	1,177	41.5	1,453	42.8	2,194	50.9	1,626	39.7	969	19.4	6,008	49.0	711	14.8	610	13.6	538	12.0
Resigned	1,507	49.3	1,397	49.2	1,564	46.1	1,898	44.0	2,254	55.0	2,103	42.0	3,183	25.9	2,097	43.7	2,154	48.0	2,339	52.2
Change in class	142	4.6	264	9.3	378	11.1	220	5.1	215	5.3	1,935	38.6	3,082	25.1	1,996	41.5	1,728	38.5	1,601	35.8
Total	3,055	100	2,838	100	3,395	100	4,312	100	4,095	100	5,007	100	12,273	100	4,804	100	4,492	100	4,478	100

Appendix 1: RNs in the General Class

Table 9.5: Losses by age group

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18–24	32	1.0	27	1.0	34	1.0	26	0.6	50	1.2	59	1.2	96	0.8	103	2.1	94	2.1	98	2.2
25–29	177	5.8	153	5.4	153	4.5	194	4.5	247	6.0	272	5.4	452	3.7	369	7.7	365	8.1	357	8.0
30–34	232	7.6	194	6.8	238	7.0	196	4.5	220	5.4	223	4.5	667	5.4	255	5.3	296	6.6	237	5.3
35–39	215	7.0	246	8.7	265	7.8	239	5.5	187	4.6	219	4.4	796	6.5	217	4.5	178	4.0	160	3.6
40–44	233	7.6	211	7.4	272	8.0	227	5.3	202	4.9	220	4.4	1,125	9.2	196	4.1	143	3.2	152	3.4
45–49	206	6.7	224	7.9	264	7.8	260	6.0	204	5.0	276	5.5	1,245	10.1	210	4.4	188	4.2	156	3.5
50–54	246	8.1	221	7.8	271	8.0	262	6.1	250	6.1	330	6.6	1,353	11.0	285	5.9	245	5.5	224	5.0
55–59	464	15.2	371	13.1	461	13.6	564	13.1	673	16.4	889	17.8	2,189	17.8	713	14.8	657	14.6	648	14.5
60–64	684	22.4	605	21.3	714	21.0	1,013	23.5	1,166	28.5	1,413	28.2	2,581	21.0	1,360	28.3	1,294	28.8	1,314	29.3
65+	566	18.5	586	20.6	723	21.3	1,331	30.9	896	21.9	1,106	22.1	1,769	14.4	1,096	22.8	1,032	23.0	1,132	25.3
Not stated	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	3,055	100	2,838	100	3,395	100	4,312	100	4,095	100	5,007	100	12,273	100	4,804	100	4,492	100	4,478	100

Appendix 1: RNs in the General Class

9.1.1 Detailed breakdown of RN General Class losses

Table 9.6 shows loss reasons (revoked, resigned and change in class) for members broken down into three age groups (18–29, 30–54 and 55+).

Table 9.6: Loss reasons by age group

a) Losses aged 18–29

Loss category	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	95	28.7	299	54.6	97	20.6	82	17.9	79	17.4
Resigned	85	25.7	114	20.8	91	19.3	115	25.1	105	23.1
Change in class	151	45.6	135	24.6	284	60.2	262	57.1	271	59.6
Extended	88	26.6	74	13.5	85	18.0	99	21.6	121	26.6
Non-Practising	63	19.0	61	11.1	199	42.2	163	35.5	150	33.0
Total	331	100	548	100	472	100	459	100	455	100

b) Losses aged 30–54

Loss category	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	348	27.4	2,958	57.0	253	21.8	200	19.0	156	16.8
Resigned	334	26.3	529	10.2	213	18.3	238	22.7	261	28.1
Change in class	586	46.2	1,699	32.8	697	59.9	612	58.3	512	55.1
Extended	145	11.4	140	2.7	150	12.9	192	18.3	165	17.8
Non-Practising	441	34.8	1,559	30.1	547	47.0	420	40.0	347	37.4
Total	1,268	100	5,186	100	1,163	100	1,050	100	929	100

c) Losses aged 55+

Loss category	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	526	15.4	2,751	42.1	361	11.4	328	11.0	303	9.8
Resigned	1,684	49.4	2,540	38.8	1,793	56.6	1,801	60.4	1,973	63.8
Change in class	1,198	35.2	1,248	19.1	1,015	32.0	854	28.6	818	26.4
Extended	4	0.1	10	0.2	3	0.1	2	0.1	4	0.1
Non-Practising	1,194	35.0	1,238	18.9	1,012	31.9	852	28.6	814	26.3
Total	3,408	100	6,539	100	3,169	100	2,983	100	3,094	100

Appendix 1: RNs in the General Class

Table 9.7 shows the employment status of RNs in the General Class in the practice year before they became a loss.

For example, of the 4,492 RN losses from the General Class for 2016, 63.3 per cent reported being employed in nursing during the 2015 renewal, 24.3 per cent were not employed, 3.1 percent were employed in non-nursing only and 9.3 per cent were on leave.

Table 9.7: Employment status of losses in the previous practice year

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Employed in nursing or both nursing & non-nursing	2,397	47.9	5,783	47.1	2,940	61.2	2,845	63.3	2,752	61.5
In Ontario or inside and outside Ontario	1,914	38.2	2,304	18.8	2,485	51.7	2,517	56.0	2,521	56.3
Outside Ontario	482	9.6	3,477	28.3	455	9.5	328	7.3	231	5.2
Location not stated	1	0.0	2	0.0	0	0.0	0	0.0	0	0.0
Employed in non-nursing	630	12.6	1,614	13.2	161	3.4	138	3.1	109	2.4
Seeking nursing employment	43	0.9	163	1.3	58	1.2	62	1.4	37	0.8
Not employed	1,331	26.6	3,723	30.3	1,241	25.8	1,092	24.3	1,218	27.2
Seeking nursing employment	214	4.3	747	6.1	444	9.2	365	8.1	414	9.2
On leave	649	13.0	1,153	9.4	462	9.6	417	9.3	399	8.9
Not stated	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	5,007	100	12,273	100	4,804	100	4,492	100	4,478	100

Appendix 1: RNs in the General Class

Table 9.8 shows a breakdown of losses by employment status in Table 9.7.

**Table 9.8: Losses by employment status during previous practice year:
Categorization**

a) Employed in nursing in Ontario⁴⁵

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	429	22.4	939	40.8	433	17.4	357	14.2	314	12.5
Resigned	886	46.3	1,177	51.1	1,291	52.0	1,356	53.9	1,428	56.6
Change in class	599	31.3	188	8.2	761	30.6	804	31.9	779	30.9
Extended	201	10.5	180	7.8	210	8.5	255	10.1	256	10.2
Non-Practising	398	20.8	8	0.3	551	22.2	549	21.8	523	20.7
Total	1,914	100	2,304	100	2,485	100	2,517	100	2,521	100

b) Employed in nursing outside Ontario

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	124	25.7	1,902	54.7	63	13.8	48	14.6	48	20.8
Resigned	171	35.5	389	11.2	60	13.2	71	21.6	69	29.9
Change in class	187	38.8	1,186	34.1	332	73.0	209	63.7	114	49.4
Extended	12	2.5	13	0.4	6	1.3	3	0.9	6	2.6
Non-Practising	175	36.3	1173	33.7	326	71.6	206	62.8	108	46.8
Total	482	100	3,477	100	455	100	328	100	231	100

c) Employed in non-nursing

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	104	16.5	822	50.9	17	10.6	21	15.2	10	9.2
Resigned	217	34.4	229	14.2	42	26.1	48	34.8	45	41.3
Change in class	309	49.0	563	34.9	102	63.4	69	50.0	54	49.5
Extended	5	0.8	2	0.1	1	0.6	3	2.2	1	0.9
Non-Practising	304	48.3	561	34.8	101	62.7	66	47.8	53	48.6
Total	630	100	1,614	100	161	100	138	100	109	100

⁴⁵ This status combines the following statuses: employed in nursing in Ontario; employed in nursing in and outside Ontario; employed in nursing and non-nursing in Ontario; and employed in nursing and non-nursing in and outside Ontario.

Appendix 1: RNs in the General Class

d) Not employed

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	185	13.9	1,682	45.2	119	9.6	123	11.3	124	10.2
Resigned	583	43.8	1,158	31.1	586	47.2	546	50.0	667	54.8
Change in class	563	42.3	883	23.7	536	43.2	423	38.7	427	35.1
Extended	12	0.9	6	0.2	5	0.4	8	0.7	6	0.5
Non-Practising	551	41.4	877	23.6	531	42.8	415	38.0	421	34.6
Total	1,331	100	3,723	100	1,241	100	1,092	100	1,218	100

e) On leave

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	127	19.6	661	57.3	79	17.1	60	14.4	42	10.5
Resigned	245	37.8	230	19.9	118	25.5	133	31.9	130	32.6
Change in class	277	42.7	262	22.7	265	57.4	224	53.7	227	56.9
Extended	7	1.1	23	2.0	16	3.5	24	5.8	21	5.3
Non-Practising	270	41.6	239	20.7	249	53.9	200	48.0	206	51.6
Total	649	100	1,153	100	462	100	417	100	399	100

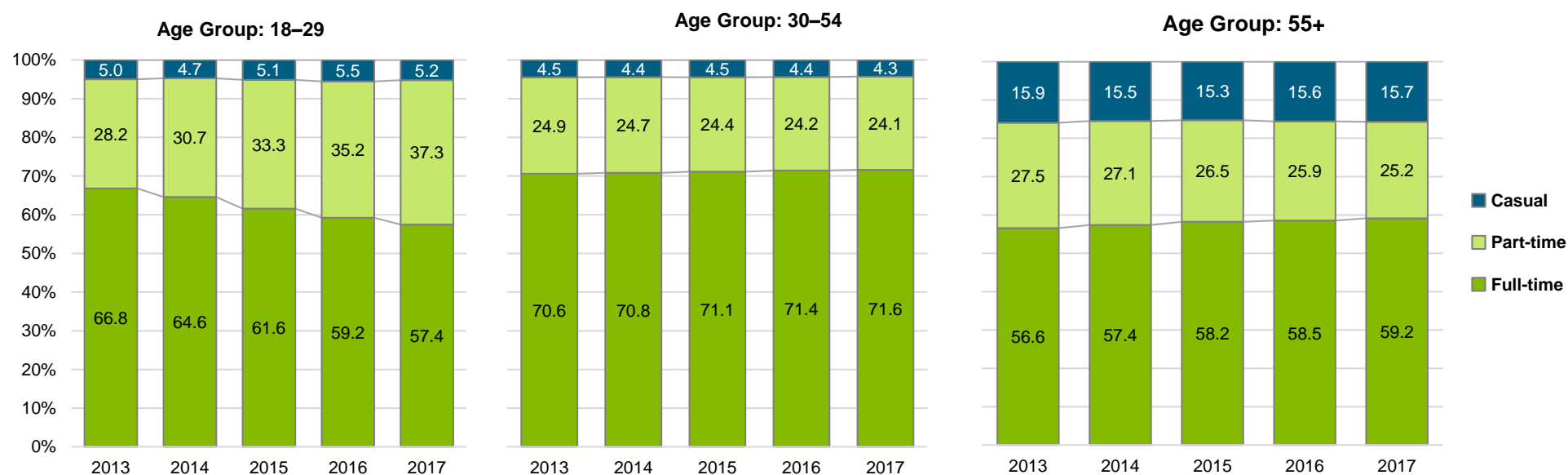
Appendix 1: RNs in the General Class

9.2 RN General Class employed in nursing in Ontario

9.2.1 Overall working status in Ontario by age group

Figure 9.1 shows the full-time, part-time and casual employment rates that RNs in the General Class in Ontario reported for the past five years, divided into three age groups. The three figures show working status trends for the past five years for each age group separately.

Figure 9.1: Overall working status in Ontario, with age breakdown



Appendix 1: RNs in the General Class

9.2.2 Ontario nursing employment sector statistics

Table 9.9: Nursing employers in Ontario: RN General Class⁴⁶

	Hospital		Community		Long-term care		Other		Total nursing positions	
	#	%	#	%	#	%	#	%	#	%
Acute care hospital	60,823	88.5							60,823	54.1
Addiction and mental health centre / psychiatric hospital	3,154	4.6							3,154	2.8
Complex continuing care hospital	1,671	2.4							1,671	1.5
Rehabilitation hospital	1,562	2.3							1,562	1.4
Other hospital	1,545	2.2							1,545	1.4
Blood transfusion centre			82	0.4					82	0.1
Cancer centre			640	2.9					640	0.6
Children's treatment centre			60	0.3					60	0.1
Client's environment			443	2.0					443	0.4
Community Care Access Centre			4,244	19.0					4,244	3.8
Community health centre			1,225	5.5					1,225	1.1
Community mental health program			640	2.9					640	0.6
Diabetes education centre			194	0.9					194	0.2
Family health team			1,136	5.1					1,136	1.0
Hospice			542	2.4					542	0.5
Nurse Practitioner-led clinic			55	0.2					55	0.0
Nursing/staffing agency			2,255	10.1					2,255	2.0
Physician's office			2,541	11.4					2,541	2.3
Public health unit / department			3,937	17.6					3,937	3.5
Remote nursing station			312	1.4					312	0.3
Other community			4,055	18.1					4,055	3.6
Long-term care facility					9,278	92.4			9,278	8.3
Retirement home					527	5.2			527	0.5
Other long-term care facility					239	2.4			239	0.2
College / university							4,203	37.3	4,203	3.7
Correctional facility							755	6.7	755	0.7
Government / association / regulatory body / union							1,412	12.5	1,412	1.3
Health-related business / industry							1,851	16.4	1,851	1.6
Industry (not health-related)							368	3.3	368	0.3
School							442	3.9	442	0.4
Spa							88	0.8	88	0.1
Telephone health advisory services							222	2.0	222	0.2
Other							1,929	17.1	1,929	1.7
Sector total	68,755	100	22,361	100	10,044	100	11,270	100	112,430	100

⁴⁶ See Section 12.1 for descriptions of listed nursing employers.

Appendix 1: RNs in the General Class

Table 9.10: Nursing positions in Ontario: RN General Class⁴⁷

	Hospital		Community		Long-term care		Other		Total nursing positions	
	#	%	#	%	#	%	#	%	#	%
Advanced practice nurse – clinical nurse specialist	371	0.5	51	0.2	12	0.1	11	0.1	445	0.4
Advanced practice nurse – other	251	0.4	73	0.3	12	0.1	27	0.2	363	0.3
Case manager	463	0.7	3,464	15.5	19	0.2	341	3.0	4,287	3.8
Clinical educator	888	1.3	227	1.0	55	0.5	1,177	10.4	2,347	2.1
Consultant	201	0.3	288	1.3	99	1.0	583	5.2	1,171	1.0
Educator / faculty	185	0.3	145	0.6	35	0.3	2,716	24.1	3,081	2.7
Infection control nurse	233	0.3	22	0.1	45	0.4	25	0.2	325	0.3
Informatics analyst	248	0.4	6	0.0	11	0.1	33	0.3	298	0.3
Middle manager	1,894	2.8	948	4.2	630	6.3	367	3.3	3,839	3.4
Occupational health nurse	238	0.3	61	0.3	9	0.1	443	3.9	751	0.7
Office nurse	141	0.2	1,892	8.5	23	0.2	272	2.4	2,328	2.1
Outpost nurse	7	0.0	255	1.1	2	0.0	12	0.1	276	0.2
Policy analyst	3	0.0	13	0.1	0	0.0	35	0.3	51	0.0
Public health nurse	4	0.0	3,199	14.3	1	0.0	53	0.5	3,257	2.9
Researcher	161	0.2	47	0.2	0	0.0	164	1.5	372	0.3
Sales / marketing representative	6	0.0	6	0.0	3	0.0	99	0.9	114	0.1
Senior manager	456	0.7	414	1.9	708	7.0	235	2.1	1,813	1.6
Staff nurse	60,210	87.6	5,929	26.5	7,316	72.8	2,357	20.9	75,812	67.4
Visiting nurse	91	0.1	2,964	13.3	60	0.6	151	1.3	3,266	2.9
Volunteer	21	0.0	177	0.8	16	0.2	97	0.9	311	0.3
Other position	2,683	3.9	2,180	9.7	988	9.8	2,072	18.4	7,923	7.0
Sector total	68,755	100	22,361	100	10,044	100	11,270	100	112,430	100

⁴⁷ See Section 12.2 for descriptions of listed nursing positions.

Appendix 1: RNs in the General Class

Table 9.11: Areas of practice in Ontario: RN General Class⁴⁸

	Hospital		Community		Long-term care		Other		Total nursing positions	
	#	%	#	%	#	%	#	%	#	%
Acute care	9,359	13.6	563	2.5	31	0.3	600	5.3	10,553	9.4
Administration	909	1.3	591	2.6	413	4.1	461	4.1	2,374	2.1
Cancer care	1,993	2.9	673	3.0	1	0.0	77	0.7	2,744	2.4
Cardiac care	2,776	4.0	104	0.5	1	0.0	66	0.6	2,947	2.6
Case management	158	0.2	3,145	14.1	19	0.2	494	4.4	3,816	3.4
Chronic disease prevention / management	149	0.2	723	3.2	45	0.4	110	1.0	1,027	0.9
Complex continuing care	1,364	2.0	455	2.0	253	2.5	90	0.8	2,162	1.9
Critical care	7,497	10.9	44	0.2	4	0.0	126	1.1	7,671	6.8
Diabetes care	272	0.4	435	1.9	0	0.0	52	0.5	759	0.7
Education	290	0.4	319	1.4	53	0.5	2,796	24.8	3,458	3.1
Emergency	7,288	10.6	103	0.5	1	0.0	89	0.8	7,481	6.7
Foot care	5	0.0	294	1.3	41	0.4	76	0.7	416	0.4
Geriatrics	703	1.0	441	2.0	8,303	82.7	276	2.4	9,723	8.6
Infection prevention / control	227	0.3	161	0.7	42	0.4	57	0.5	487	0.4
Informatics	310	0.5	38	0.2	12	0.1	107	0.9	467	0.4
Maternal / newborn	5,401	7.9	522	2.3	2	0.0	232	2.1	6,157	5.5
Medicine	5,090	7.4	431	1.9	61	0.6	299	2.7	5,881	5.2
Mental health / psychiatric / addiction	5,487	8.0	933	4.2	36	0.4	453	4.0	6,909	6.1
Nephrology	2,380	3.5	90	0.4	1	0.0	48	0.4	2,519	2.2
Occupational health	294	0.4	96	0.4	14	0.1	557	4.9	961	0.9
Palliative care	547	0.8	1,431	6.4	86	0.9	55	0.5	2,119	1.9
Perioperative care	4,268	6.2	272	1.2	0	0.0	214	1.9	4,754	4.2
Policy	19	0.0	24	0.1	8	0.1	94	0.8	145	0.1
Primary care	315	0.5	3,076	13.8	283	2.8	621	5.5	4,295	3.8
Public health	13	0.0	3,577	16.0	5	0.0	255	2.3	3,850	3.4
Rehabilitation	1,791	2.6	120	0.5	40	0.4	121	1.1	2,072	1.8
Sales	3	0.0	6	0.0	1	0.0	69	0.6	79	0.1
Surgery	5,125	7.5	465	2.1	5	0.0	310	2.8	5,905	5.3
Telehealth services	70	0.1	58	0.3	0	0.0	229	2.0	357	0.3
Other responsibility	4,652	6.8	3,171	14.2	283	2.8	2,236	19.8	10,342	9.2
Sector total	68,755	100	22,361	100	10,044	100	11,270	100	112,430	100

⁴⁸ See Section 12.3 for descriptions of listed areas of practice.

10 APPENDIX 2: RPNs IN THE GENERAL CLASS

10.1 RPN General Class gains and losses: Trends

Table 10.1: Gains and losses

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Gain	2,259	2,619	3,094	2,991	4,056	5,101	3,585	4,449	4,867	4,313
Loss	1,209	1,123	1,300	1,830	1,799	1,950	3,563	2,272	2,174	2,453
Net change	1,050	1,496	1,794	1,161	2,257	3,151	22	2,177	2,693	1,860

Table 10.2: Type of gain

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
New members	2,030	89.9	2,425	92.6	2,893	93.5	2,747	91.8	3,794	93.5	4,857	95.2	3,505	97.9	4,363	98.1	4,759	97.8	4,202	97.4
Reinstatements	229	10.1	194	7.4	201	6.5	244	8.2	262	6.5	244	4.8	76	2.1	74	1.7	72	1.5	79	1.8
Change in class											0	0.0	4	0.0	12	0.3	36	0.8	32	0.7
Total	2,259	100	2,619	100	3,094	100	2,991	100	4,056	100	5,101	100	3,585	100	4,449	100	4,867	100	4,313	100

Appendix 2: RPNs in the General Class

Table 10.3: Gains by age group

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18–24	553	24.5	639	24.4	813	26.3	887	29.7	1,077	26.6	1,257	24.6	1,050	29.3	1,328	29.8	1,345	27.6	1,198	27.8
25–29	489	21.6	615	23.5	691	22.3	575	19.2	911	22.5	1,217	23.9	905	25.2	1,135	25.5	1,289	26.5	1,188	27.5
30–34	324	14.3	404	15.4	449	14.5	435	14.5	609	15.0	782	15.3	531	14.8	694	15.6	841	17.3	719	16.7
35–39	316	14.0	333	12.7	388	12.5	418	14.0	551	13.6	666	13.1	420	11.7	550	12.4	538	11.1	460	10.7
40–44	239	10.6	274	10.5	328	10.6	315	10.5	433	10.7	578	11.3	331	9.2	393	8.8	434	8.9	380	8.8
45–49	172	7.6	183	7.0	247	8.0	208	7.0	274	6.8	326	6.4	205	5.7	194	4.4	238	4.9	215	5.0
50–54	102	4.5	89	3.4	117	3.8	100	3.3	129	3.2	177	3.5	84	2.3	107	2.4	125	2.6	97	2.2
55–59	40	1.8	51	1.9	42	1.4	39	1.3	54	1.3	77	1.5	44	1.2	38	0.9	47	1.0	38	0.9
60–64	14	0.6	26	1.0	9	0.3	12	0.4	17	0.4	16	0.3	14	0.4	8	0.2	8	0.2	13	0.3
65+	9	0.4	5	0.2	10	0.3	2	0.1	1	0.0	5	0.1	1	0.0	2	0.0	2	0.0	5	0.1
Not stated	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2,259	100	2,619	100	3,094	100	2,991	100	4,056	100	5,101	100	3,585	100	4,449	100	4,867	100	4,313	100

Table 10.4: Type of loss

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	636	52.6	558	49.7	645	49.6	1,073	58.6	681	37.9	489	25.1	1,651	46.3	1,019	44.9	451	20.7	464	18.9
Resigned	573	47.4	565	50.3	655	50.4	757	41.4	1,118	62.1	1,119	57.4	1,450	40.7	1,216	53.5	1,156	53.2	1,458	59.4
Change in class											342	17.5	462	13.0	37	1.6	567	26.1	531	21.6
Total	1,209	100	1,123	100	1,300	100	1,830	100	1,799	100	1,950	100	3,563	100	2,272	100	2,174	100	2,453	100

Appendix 2: RPNs in the General Class

Table 10.5: Losses by age group

	2008		2009		2010		2011		2012		2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18–24	31	2.6	42	3.7	33	2.5	41	2.2	79	4.4	99	5.1	115	3.2	127	5.6	120	5.5	116	4.7
25–29	56	4.6	103	9.2	134	10.3	153	8.4	188	10.5	204	10.5	316	8.9	286	12.6	329	15.1	459	18.7
30–34	65	5.4	71	6.3	100	7.7	118	6.4	109	6.1	118	6.1	251	7.0	220	9.7	242	11.1	292	11.9
35–39	109	9.0	105	9.3	88	6.8	116	6.3	125	6.9	121	6.2	249	7.0	144	6.3	198	9.1	179	7.3
40–44	111	9.2	95	8.5	101	7.8	107	5.8	124	6.9	122	6.3	311	8.7	190	8.4	154	7.1	159	6.5
45–49	108	8.9	97	8.6	111	8.5	135	7.4	138	7.7	148	7.6	351	9.9	164	7.2	134	6.2	132	5.4
50–54	140	11.6	117	10.4	119	9.2	174	9.5	146	8.1	178	9.1	439	12.3	193	8.5	143	6.6	154	6.3
55–59	261	21.6	166	14.8	212	16.3	310	16.9	335	18.6	339	17.4	607	17.0	311	13.7	260	12.0	301	12.3
60–64	214	17.7	212	18.9	239	18.4	397	21.7	369	20.5	410	21.0	636	17.9	402	17.7	361	16.6	391	15.9
65+	114	9.4	114	10.2	163	12.5	279	15.2	186	10.3	211	10.8	288	8.1	235	10.3	233	10.7	270	11.0
Not stated	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1,209	100	1,123	100	1,300	100	1,830	100	1,799	100	1,950	100	3,563	100	2,272	100	2,174	100	2,453	100

Appendix 2: RPNs in the General Class

10.1.1 Detailed breakdown of RPN General Class losses

Table 10.6 shows loss reasons (i.e., revoked, resigned or change in class) for members, broken down into three age groups (18–29, 30–54 and 55+).

Table 10.6: Loss reasons by age group

a) Losses aged 18–29

Loss Category	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	65	21.5	183	42.5	179	43.3	83	18.5	105	18.3
Resigned	198	65.3	231	53.6	228	55.2	232	51.7	334	58.1
Change in class	40	13.2	17	3.9	6	1.5	134	29.8	136	23.7
Total	303	100	431	100	413	100	449	100	575	100

b) Losses aged 30–54

Loss Category	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	208	30.3	888	55.5	527	57.8	202	23.2	194	21.2
Resigned	348	50.7	447	27.9	364	40.0	390	44.8	474	51.7
Change in class	131	19.1	266	16.6	20	2.2	279	32.0	248	27.1
Total	687	100	1,601	100	911	100	871	100	916	100

c) Losses aged 55+

Loss Category	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	216	22.5	580	37.9	313	33.0	166	19.4	165	17.2
Resigned	573	59.7	772	50.4	624	65.8	534	62.5	650	67.6
Change in class	171	17.8	179	11.7	11	1.2	154	18.0	147	15.3
Total	960	100	1,531	100	948	100	854	100	962	100

Appendix 2: RPNs in the General Class

Table 10.7 shows the employment status of RPNs in the General Class in the practice year before they became a loss.

For example, of the 2,174 RPN losses from the General Class for 2016, 60.4 per cent reported employment in nursing during the 2015 renewal, 21.6 per cent were not employed, 9.3 per cent were on leave and 8.6 per cent were employed in non-nursing.

Table 10.7: Employment status of losses in the previous practice year

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Employed in nursing or both nursing & non-nursing	1,097	56.3	1,436	40.3	1,431	63.0	1,314	60.4	1,562	63.7
In Ontario/in and outside Ontario	1,047	53.7	1,215	34.1	1,331	58.6	1,201	55.2	1,455	59.3
Outside Ontario	50	2.6	220	6.2	99	4.4	113	5.2	107	4.4
Location not stated	0	0.0	1	0.0	1	0.0	0	0.0	0	0.0
Employed in non-nursing	263	13.5	744	20.9	162	7.1	187	8.6	201	8.2
Seeking nursing employment	42	2.2	168	4.7	105	4.6	133	6.1	150	6.1
Not employed	359	18.4	980	27.5	443	19.5	470	21.6	509	20.8
Seeking nursing employment	150	7.7	414	11.6	286	12.6	333	15.3	324	13.2
On leave	231	11.8	403	11.3	236	10.4	203	9.3	181	7.4
Total	1,950	100	3,563	100	2,272	100	2,174	100	2,453	100

Appendix 2: RPNs in the General Class

Table 10.8 shows a breakdown of losses by employment status in Table 10.7.

**Table 10.8: Losses by employment status during previous practice year:
Categorization**

a) Employed in nursing in Ontario⁴⁹

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	241	23.0	418	34.4	271	20.4	235	19.6	261	17.9
Resigned	697	66.6	791	65.1	873	65.6	795	66.2	1,007	69.2
Change in class	109	10.4	6	0.5	187	14.0	171	14.2	187	12.9
Total	1,047	100	1,215	100	1,331	100	1,201	100	1,455	100

b) Employed in nursing outside Ontario

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	11	22.0	132	60.0	21	21.2	28	24.8	24	22.4
Resigned	21	42.0	41	18.6	17	17.2	14	12.4	31	29.0
Change in class	18	36.0	47	21.4	61	61.6	71	62.8	52	48.6
Total	50	100	220	100	99	100	113	100	107	100

c) Employed in non-nursing

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	73	27.8	369	49.6	41	25.3	38	20.3	45	22.4
Resigned	111	42.2	160	21.5	39	24.1	63	33.7	71	35.3
Change in class	79	30.0	215	28.9	82	50.6	86	46.0	85	42.3
Total	263	100	744	100	162	100	187	100	201	100

d) Not employed

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	92	25.6	480	49.0	82	18.5	118	25.1	101	19.8
Resigned	183	51.0	354	36.1	194	43.8	203	43.2	268	52.7
Change in class	84	23.4	146	14.9	167	37.7	149	31.7	140	27.5
Total	359	100	980	100	443	100	470	100	509	100

⁴⁹ This status combines the following statuses: employed in nursing in Ontario; employed in nursing in and outside Ontario; employed in nursing and non-nursing in Ontario; and employed in nursing and non-nursing in and outside Ontario.

Appendix 2: RPNs in the General Class

e) On leave

	2013		2014		2015		2016		2017	
	#	%	#	%	#	%	#	%	#	%
Revoked/not renewed	72	31.2	251	62.3	39	16.5	32	15.8	33	18.2
Resigned	107	46.3	104	25.8	93	39.4	81	39.9	81	44.8
Change in class	52	22.5	48	11.9	104	44.1	90	44.3	67	37.0
Total	231	100	403	100	236	100	203	100	181	100

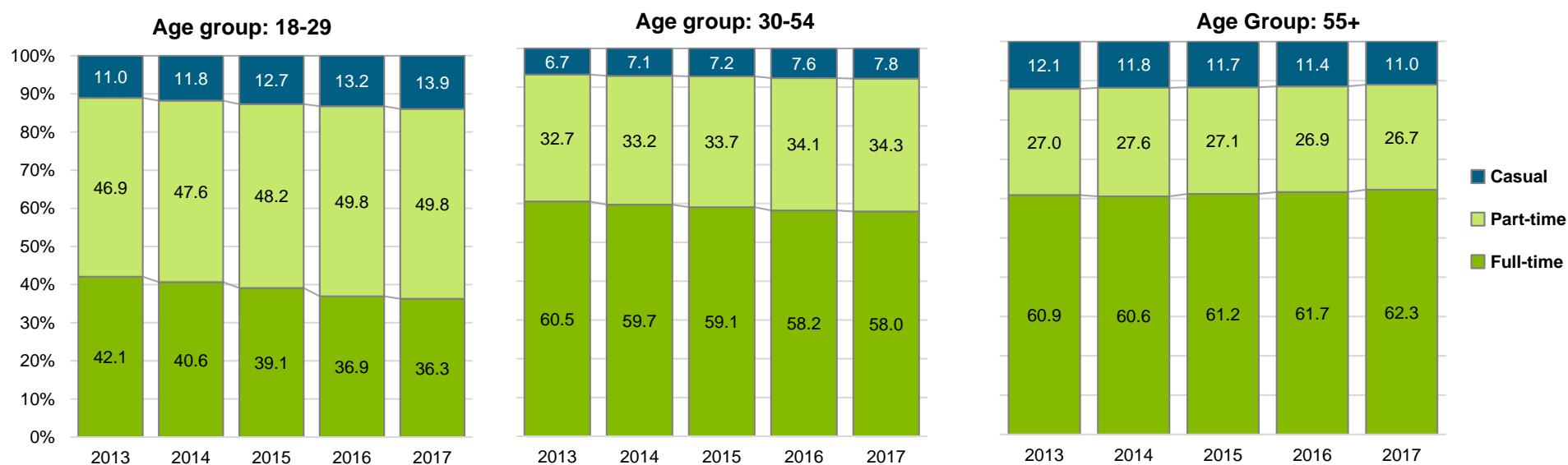
Appendix 2: RPNs in the General Class

10.2 RPN General Class employed in nursing in Ontario

10.2.1 Overall working status in Ontario by age group

Figure 10.1 shows the full-time, part-time and casual employment rates reported by RPNs in the General Class employed in nursing in Ontario for the past five years, divided into three age groups. The three figures show working status trends for the past five years for each age group separately.

Figure 10.1: Overall working status in Ontario with age breakdown



Appendix 2: RPNs in the General Class

10.2.2 Ontario nursing employment sector statistics

Table 10.9: Nursing employers in Ontario: RPN General Class⁵⁰

	Hospital		Community		Long-term care		Other		Total nursing positions	
	#	%	#	%	#	%	#	%	#	%
Acute care hospital	11,811	62.4							11,811	22.4
Addiction and mental health centre / psychiatric hospital	2,236	11.8							2,236	4.2
Complex continuing care hospital	2,446	12.9							2,446	4.6
Rehabilitation hospital	1,574	8.3							1,574	3.0
Other hospital	875	4.6							875	1.7
Blood transfusion centre			7	0.1					7	0.0
Cancer centre			29	0.3					29	0.1
Children's treatment centre			35	0.3					35	0.1
Client's environment			487	4.4					487	0.9
Community Care Access Centre			984	8.9					984	1.9
Community health centre			767	6.9					767	1.5
Community mental health program			329	3.0					329	0.6
Diabetes education centre			21	0.2					21	0.0
Family health team			592	5.4					592	1.1
Hospice			286	2.6					286	0.5
Nurse Practitioner-led clinic			44	0.4					44	0.1
Nursing/staffing agency			2,347	21.3					2,347	4.4
Physician's office			1,713	15.5					1,713	3.2
Public health unit / department			237	2.1					237	0.4
Remote nursing station			14	0.1					14	0.0
Other community			3,149	28.5					3,149	6.0
Long-term care facility					15,518	77.1			15,518	29.4
Retirement home					4,235	21.1			4,235	8.0
Other long-term care facility					362	1.8			362	0.7
College / university							584	21.5	584	1.1
Correctional facility							83	3.0	83	0.2
Government / association / regulatory body / union							100	3.7	100	0.2
Health-related business / industry							687	25.2	687	1.3
Industry (not health-related)							77	2.8	77	0.1
School							321	11.8	321	0.6
Spa							77	2.8	77	0.1
Telephone health advisory services							21	0.8	21	0.0
Other							772	28.4	772	1.5
Sector total	18,942	100	11,041	100	20,115	100	2,722	100	52,820	100

⁵⁰ See Section 12.1 for descriptions of listed nursing employers.

Appendix 2: RPNs in the General Class

Table 10.10: Nursing positions in Ontario: RPN General Class⁵¹

	Hospital		Community		Long-term care		Other		Total nursing positions	
	#	%	#	%	#	%	#	%	#	%
Case manager	39	0.2	251	2.3	14	0.1	110	4.0	414	0.8
Clinical educator	19	0.1	33	0.3	39	0.2	295	10.8	386	0.7
Consultant	3	0.0	23	0.2	14	0.1	49	1.8	89	0.2
Educator / faculty	6	0.0	26	0.2	25	0.1	358	13.2	415	0.8
Infection control nurse	14	0.1	3	0.0	14	0.1	2	0.1	33	0.1
Informatics analyst	26	0.1	1	0.0	41	0.2	7	0.3	75	0.1
Middle manager	16	0.1	202	1.8	306	1.5	33	1.2	557	1.1
Occupational health nurse	35	0.2	21	0.2	22	0.1	82	3.0	160	0.3
Office nurse	87	0.5	1,334	12.1	127	0.6	147	5.4	1,695	3.2
Outpost nurse	8	0.0	8	0.1	8	0.0	2	0.1	26	0.0
Policy analyst	0	0.0	0	0.0	0	0.0	1	0.0	1	0.0
Public health nurse	9	0.0	136	1.2	19	0.1	9	0.3	173	0.3
Researcher	10	0.1	11	0.1	0	0.0	13	0.5	34	0.1
Sales / marketing representative	0	0.0	1	0.0	3	0.0	16	0.6	20	0.0
Senior manager	4	0.0	57	0.5	195	1.0	25	0.9	281	0.5
Staff nurse	17,768	93.8	3,431	31.1	16,879	83.9	705	25.9	38,783	73.4
Visiting nurse	63	0.3	3,646	33.0	187	0.9	170	6.2	4,066	7.7
Volunteer	15	0.1	35	0.3	15	0.1	30	1.1	95	0.2
Other position	820	4.3	1,822	16.5	2,207	11.0	668	24.5	5,517	10.4
Sector total	18,942	100	11,041	100	20,115	100	2,722	100	52,820	100

⁵¹ See Section 12.2 for descriptions of listed nursing positions.

Appendix 2: RPNs in the General Class

Table 10.11: Areas of practice in Ontario: RPN General Class⁵²

	Hospital		Community		Long-term care		Other		Total nursing positions	
	#	%	#	%	#	%	#	%	#	%
Acute care	2,650	14.0	651	5.9	156	0.8	75	2.8	3,532	6.7
Administration	36	0.2	213	1.9	182	0.9	87	3.2	518	1.0
Cancer care	137	0.7	34	0.3	1	0.0	7	0.3	179	0.3
Cardiac care	199	1.1	19	0.2	1	0.0	7	0.3	226	0.4
Case management	11	0.1	283	2.6	17	0.1	98	3.6	409	0.8
Chronic disease prevention / management	38	0.2	293	2.7	69	0.3	47	1.7	447	0.8
Complex continuing care	2,265	12.0	697	6.3	639	3.2	72	2.6	3,673	7.0
Critical care	27	0.1	11	0.1	5	0.0	0	0.0	43	0.1
Diabetes care	4	0.0	79	0.7	3	0.0	20	0.7	106	0.2
Education	20	0.1	94	0.9	39	0.2	485	17.8	638	1.2
Emergency	603	3.2	26	0.2	1	0.0	17	0.6	647	1.2
Foot care	19	0.1	563	5.1	163	0.8	140	5.1	885	1.7
Geriatrics	670	3.5	895	8.1	16,288	81.0	190	7.0	18,043	34.2
Infection prevention / control	12	0.1	40	0.4	24	0.1	10	0.4	86	0.2
Informatics	24	0.1	11	0.1	61	0.3	19	0.7	115	0.2
Maternal / newborn	644	3.4	80	0.7	0	0.0	11	0.4	735	1.4
Medicine	2,421	12.8	370	3.4	425	2.1	67	2.5	3,283	6.2
Mental health / psychiatric / addiction	2,809	14.8	484	4.4	116	0.6	112	4.1	3,521	6.7
Nephrology	370	2.0	16	0.1	0	0.0	0	0.0	386	0.7
Occupational health	23	0.1	25	0.2	4	0.0	101	3.7	153	0.3
Palliative care	414	2.2	780	7.1	250	1.2	28	1.0	1,472	2.8
Perioperative care	706	3.7	81	0.7	2	0.0	37	1.4	826	1.6
Policy	1	0.0	1	0.0	0	0.0	10	0.4	12	0.0
Primary care	276	1.5	2,335	21.1	1,012	5.0	167	6.1	3,790	7.2
Public health	5	0.0	522	4.7	11	0.1	48	1.8	586	1.1
Rehabilitation	1,879	9.9	88	0.8	80	0.4	36	1.3	2,083	3.9
Sales	0	0.0	4	0.0	2	0.0	36	1.3	42	0.1
Surgery	1,702	9.0	110	1.0	1	0.0	85	3.1	1,898	3.6
Telehealth services	18	0.1	39	0.4	1	0.0	24	0.9	82	0.2
Other responsibility	959	5.1	2,197	19.9	562	2.8	686	25.2	4,404	8.3
Sector total	18,942	100	11,041	100	20,115	100	2,722	100	52,820	100

⁵² See Section 12.3 for descriptions of listed areas of practice.

11 APPENDIX 3: RNS IN THE EXTENDED CLASS (NPs) EMPLOYMENT SECTOR STATISTICS

Table 11.1: Nursing employers: RN Extended Class (NP)⁵³

Nursing employer	#	%
Acute care hospital	1,231	32.3
Addiction and mental health centre / psychiatric hospital	41	1.1
Complex continuing care hospital	19	0.5
Rehabilitation hospital	28	0.7
Other hospital	75	2.0
Blood transfusion centre	0	0.0
Cancer centre	17	0.4
Children's treatment centre	3	0.1
Client's environment	2	0.1
Community Care Access Centre	123	3.2
Community health centre	470	12.3
Community mental health program	19	0.5
Diabetes education centre	3	0.1
Family health team	574	15.1
Hospice	4	0.1
Nurse Practitioner-led clinic	131	3.4
Nursing/staffing agency	7	0.2
Physician's office	175	4.6
Public health unit / department	64	1.7
Remote nursing station	67	1.8
Other community	197	5.2
Long-term care facility	125	3.3
Retirement home	14	0.4
Other long-term care facility	9	0.2
College / university	248	6.5
Correctional facility	13	0.3
Government / association / regulatory body / union	24	0.6
Health-related business / industry	39	1.0
Industry (not health-related)	7	0.2
School	6	0.2
Spa	18	0.5
Telephone health advisory services	1	0.0
Other	59	1.5
Total	3,813	100

⁵³ See Section 12.1 for descriptions of listed nursing employers.

Appendix 3: RNs in the Extended Class (NPs) Employment Sector Statistics

Table 11.2: Positions in nursing: RN Extended Class (NP)⁵⁴

Position in nursing	#	%
Advanced practice nurse – clinical nurse specialist	16	0.4
Advanced practice nurse - other	17	0.4
Case manager	7	0.2
Clinical educator	53	1.4
Consultant	27	0.7
Educator / faculty	187	4.9
Informatics analyst	0	0.0
Middle manager	28	0.7
Nurse Practitioner (NP)	2,973	78.0
Occupational health nurse	3	0.1
Office nurse	4	0.1
Outpost nurse	21	0.6
Policy analyst	0	0.0
Public health nurse	15	0.4
Researcher	10	0.3
Sales / marketing representative	1	0.0
Senior manager	19	0.5
Staff nurse	335	8.8
Visiting nurse	14	0.4
Volunteer	1	0.0
Other position	82	2.2
Total	3,813	100

⁵⁴ See Section 12.2 for descriptions of listed nursing positions.

Appendix 3: RNs in the Extended Class (NPs) Employment Sector Statistics

Table 11.3: Areas of practice: RN Extended Class (NP)⁵⁵

Area of practice	#	%
Acute care	251	6.6
Administration	22	0.6
Cancer care	80	2.1
Cardiac care	127	3.3
Case management	10	0.3
Chronic care	78	2.0
Complex continuing care	43	1.1
Critical care	84	2.2
Diabetes care	43	1.1
Education	166	4.4
Emergency	179	4.7
Foot care	0	0.0
Geriatrics	258	6.8
Infection prevention / control	4	0.1
Informatics	2	0.1
Maternal / newborn	57	1.5
Medicine	61	1.6
Mental health / psychiatric / addiction	95	2.5
Nephrology	42	1.1
Occupational health	14	0.4
Palliative care	107	2.8
Perioperative care	13	0.3
Policy	5	0.1
Primary care	1,616	42.4
Public health	42	1.1
Rehabilitation	32	0.8
Surgery	65	1.7
Telehealth services	0	0.0
Other responsibility	315	8.3
Total	3,813	100

⁵⁵ See Section 12.3 for descriptions of listed areas of practice.

12 APPENDIX 4: PRACTICE AND EMPLOYMENT DEFINITIONS

12.1 Nursing employer

12.1.1 Hospitals

Acute care hospital

A category of health care facility that is staffed and equipped to deliver care to clients in an acute phase of illness. Acute care hospitals have medical, surgical, nursing and allied health professionals available at all times to provide rapid, intensive interventions. These hospitals commonly provide diagnostic services utilizing high technology. An acute care hospital may also provide other non-acute services, such as rehabilitation or chronic care.

Addiction and mental health centre/psychiatric hospital

A health care facility that specializes in treating persons with mental health and/or addiction problems. Psychiatric hospitals that are part of a larger organization and short-term treatment programs are included in this group.

Complex continuing care hospital

A complex continuing care hospital provides care to patients who are unstable and require 24-hour nursing care for chronic or fluctuating serious illness. Complex continuing care hospitals that are part of a larger organization are included in this group.

Rehabilitation hospital

A rehabilitation hospital primarily provides the continuing assessment and treatment of clients whose conditions are expected to improve significantly through the provision of physical medicine and other rehabilitative services. Rehabilitation hospitals that are part of a larger organization are included in this group.

Other hospital

Any other hospital, excluding teaching hospitals, community hospitals, addiction and mental health centres/psychiatric hospitals, complex continuing care hospitals, and rehabilitation hospitals.

12.1.2 Community

Blood transfusion centre

Refers to a facility that collects, screens, tests, processes, stores and/or supplies blood, blood products, or its alternatives for the purposes of transfusion (e.g., Canadian Blood Services).

Appendix 4: Practice and Employment Definitions

Cancer centre

A facility that specializes in services related to the treatment, prevention and research of cancer.

Children's treatment centre

A centre that is a community-based organization serving children with physical disabilities and multiple special needs. The centre provides physiotherapy, occupational therapy and speech therapy along with other additional services. There are 19 children's treatment centres in Ontario.

Client's environment

The nurse travels to one or more sites that may be the client's home, school and/or workplace environment to provide services.

Community Care Access Centre

An organization providing simplified service access to visiting professional- and personal-support health services at home and in schools; long-term care placement; service planning and case management and information; and referrals to other long-term care services, including volunteer-based community services.

Community health centre

A not-for-profit, community-governed organization that provides primary health care, health promotion and community development services using multidisciplinary teams of health care providers.

Community mental health program

A community program that is not hospital bed-based and serves people with mental health or addiction problems.

Diabetes education centre

A diabetes education centre, usually staffed by nurses and dietitians, provides education and support to people with diabetes, their families, friends and community agencies.

Family health team

A family health team (FHT) is a group that includes physicians and other interdisciplinary providers, such as Nurse Practitioners, nurses, pharmacists, mental health workers and dietitians. The FHT provides comprehensive primary health care services. The FHT provides services on a 24/7 basis through a combination of regular office hours, after-hours services and access to a Registered Nurse through the Telephone Health Advisory Service. The FHT emphasizes health promotion, disease prevention and chronic disease

Appendix 4: Practice and Employment Definitions

management based on local population health needs. The FHT must enroll patients.

Hospice

An organization with a mission to help people with life-threatening illnesses live at home or in a home-like setting.

Nurse Practitioner-led clinic

This clinic is led by a Nurse Practitioner and provides primary health care in collaboration with family physicians and other interdisciplinary health care providers. The focus of the clinic is on comprehensive primary health care services in areas where access to family health care is limited.

Nursing/staffing agency

An agency that provides a range of nursing services to support client care in the community and health care facilities. Services are delivered in homes, hospitals and other settings, such as schools and retirement homes.

Physician's office

A group or solo practice that provides episodic or continuing, comprehensive primary care (e.g., doctor's office, walk-in clinic, urgent care centre).

Public health unit/department

An official health agency established by a group of urban and/or rural municipalities to develop and provide comprehensive community health care programs.

Remote nursing station

A remote and/or rural stand-alone centre that has nurses as the on-site managers and practitioners.

Other community

Other community sector employers not listed above.

12.1.3 Long-term care

Long-term care facility

A facility for people who are unable to live independently or in their own homes, and who require 24-hour nursing service to be available to meet their personal-care needs (e.g., nursing home, home for the aged).

Appendix 4: Practice and Employment Definitions

Retirement home

A residential complex primarily occupied by persons who are 65 years of age or older, for the purpose of receiving care services, whether or not receiving the services is the primary purpose of occupancy (e.g., care home, rest home, lodge, manor, assisted living).

Other long-term care facility

A long-term care facility not listed in the above definitions such as group home, respite care centre, homes for special care.

12.1.4 Other

College/university

Post-secondary educational organization offering nursing programs.

Correctional facility

A stand-alone organization/facility that has as its primary focus the treatment and rehabilitation of persons detained or on probation due to a criminal act.

Government/association/regulatory body/union

The federal, provincial and municipal government and their agencies, boards and commissions; the various associations involved in supporting professions and organizations; and the bodies charged with regulating health professions recognized under the *Regulated Health Professions Act* (e.g., Armed Forces, tribal council, LHINs).

Health-related business/industry

A business or industry whose focus of activities is not in the direct delivery of health care services, but rather the health of workers, health-related product development or the selling of health-related products (e.g., medical device companies, pharmaceutical companies).

Industry (not health-related)

A commercial or industrial enterprise involved in the production, manufacturing, processing or sales of goods and/or services.

School

Elementary and secondary schools, public or private.

Spa

A facility that focuses on providing services related to health, fitness, beauty and relaxation.

Appendix 4: Practice and Employment Definitions

Telephone Health Advisory Service

A program that provides free, confidential 24/7 access to health information via telephone (e.g., Telehealth Ontario).

Other

Employers not listed in other definitions.

12.2 Position in Nursing

Advanced practice nurse—Clinical nurse specialist

An RN in the General Class who has gained additional knowledge and skills through graduate education and experience. A clinical nurse specialist (CNS) has expertise in a specialized area of nursing. A CNS provides direct care, participates in research, provides leadership, educates and consults with health care teams. A CNS may work with individuals, families, communities, employees or organizations, and may focus on illness care or wellness care.

Advanced practice nurse—other

A Registered Nurse in the General Class with additional education at the graduate level who has the competencies and uses authorizing mechanisms (e.g., directives) to diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals and perform procedures.

Case manager

A nurse in health and/or social services who provides assessment, service planning and implementation, coordination, monitoring, reassessment, advocacy, evaluation of outcomes and discharge planning. Service is provided for individuals and caregivers who require health or social services (e.g., service coordinator, placement coordinator, discharge planner).

Clinical educator

A nurse whose role is teaching a broad range of topics to clients/residents and/or other health care professionals (e.g., nurse instructor, clinical practice leader).

Consultant

A nurse who provides professional advice or services to organizations.

Educator/faculty

A nurse whose role is teaching nursing and nursing-related topics to students of health care disciplines.

Appendix 4: Practice and Employment Definitions

Infection control nurse

A nurse who ensures the implementation and maintenance of evidence-based practices through education, surveillance and the coordination of results in a variety of practice settings.

Informatics analyst

A nurse who facilitates the integration of data, information and knowledge to support clinical care, health services, administration, research and teaching (e.g., data/information analyst, utilization analyst).

Middle manager

A nurse who supervises staff, and is responsible and accountable for the management of a designated service area(s) within an organization (e.g., manager, assistant manager, supervisor, program manager, program leader).

Nurse Practitioner (NP)

A Registered Nurse in the Extended Class with additional education and experience who has the competencies and legal authority to diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals and perform procedures within their legislated scope of practice.

Occupational health nurse

A nurse who provides integrated occupational health and safety services to employers and employees. An occupational health nurse works closely with managers, supervisors and individual employees to maintain, promote and restore employee health, safety and well-being.

Office nurse

A nurse providing nursing services to support the care delivered by a physician or group of physicians.

Outpost nurse

A nurse who practises nursing at a nursing station in a remote community.

Policy analyst

A nurse who gathers information, analyzes data and provides policy advice to influence an organization's decisions and strategies.

Public health nurse

A nurse involved in disease prevention programs, health promotion and education programs for all age groups.

Appendix 4: Practice and Employment Definitions

Researcher

A nurse who studies the concerns of nursing and the application of knowledge to nursing practice.

Sales/marketing representative

A nurse whose major role is in the sales or marketing of health-related products and services.

Senior manager

A nurse who is responsible for administrating, planning and evaluating an organization, department or program (e.g., chief executive officer, president, executive director, administrator, vice-president, chief nursing officer/executive, director of nursing, program director).

Staff nurse

A nurse who provides direct care to clients in a hospital, long-term care and other type of facility.

Visiting nurse

A nurse providing a range of nursing services primarily in the home but also in other settings such as retirement homes (e.g., home visiting nurse, community visiting nurse).

Volunteer

A nurse who donates professional nursing services to an organization and is accountable to that organization's standards of conduct and practice.

Other

A nurse holding a position in nursing not listed above (e.g., foot care nurse, parish nurse).

12.3 Area of Practice

Acute care

Services provided primarily to clients who have an acute medical condition or injury that is generally of short duration.

Administration

This area is responsible for administrating, planning and evaluating an organization, department or program.

Appendix 4: Practice and Employment Definitions

Cancer care

Services provided primarily to clients with a variety of cancer and cancer-related illnesses.

Cardiac care

Programs and services concerned with the prevention and management of acute and chronic cardiovascular disease.

Case management

A collaborative service consisting of interrelated processes to support clients in their efforts to achieve optimal health and independence in a complex health, social and fiscal environment (e.g., assessment, discharge planning, placement coordination).

Chronic disease prevention/management

Services are provided primarily to address chronic diseases early in the disease cycle to prevent disease progression and reduce potential health complications. Diseases can include diabetes, hypertension, congestive heart failure, asthma, chronic lung disease, renal failure, liver disease and rheumatoid and osteoarthritis.

Complex continuing care

Services for clients whose health is unstable and requires 24-hour nursing care for a chronic or fluctuating serious illness (e.g., reactivation, mental health/cognitive support, chronic care).

Critical care

Care of acutely ill clients, typically delivered in intensive care units and cardiac care units.

Diabetes care

Programs and services concerned with the prevention and management of diabetes and diabetes-related health issues.

Education

Programs and services aimed at developing the knowledge and skills of clients, other health care professionals and/or students on a broad range of health topics.

Emergency

Services for individuals with serious, often life-threatening health problems or situations that require immediate action.

Appendix 4: Practice and Employment Definitions

Foot care

Services provided to prevent and manage diseases or injury of the foot.

Geriatrics

The care of the elderly and the treatment of diseases associated with aging.

Informatics

The use of information science for discipline-specific applications in the management and processing of data, information and knowledge to generate or support designs, decisions and discoveries (e.g., information management, utilization management).

Infection prevention/control

Services are provided to primarily prevent and control health care-associated infections and other epidemiologically significant organisms. This includes providing services to reduce the risk, spread and incidence of infections in populations. This includes pandemic planning.

Maternal/newborn

Programs and services geared to meeting the health needs of expectant/new parents and newborns.

Medicine

Programs and services concerned with non-surgical techniques to prevent, cure or alleviate disease or injury.

Mental health/psychiatric/addiction

Programs and services that meet the needs of individuals with mental health/psychiatric illness and/or addictions.

Nephrology

Programs and services concerned with kidney function and kidney disease processes.

Occupational health

The development and provision of wellness programs; the implementation of safe workplace strategies; the liaising with employees and insurance companies on illnesses, injuries and back-to-work strategies.

Palliative care

Programs and services concerned with the study and management of clients with an active, progressive, far-advanced disease for whom the prognosis is limited and the focus of care is quality of life.

Appendix 4: Practice and Employment Definitions

Perioperative care

Services related to the operating room for clients needing surgical care. The services cover the preoperative, intra-operative and immediate post-operative periods.

Policy

The gathering of information, analysis of data and provision of policy advice to support an organization's decisions and strategies.

Primary care

Programs and services provided from the first contact with a client, including assessment, and preventative, sustaining or curative nursing care.

Public health

Programs and services concerned with disease prevention, health promotion and education for all age groups (e.g., community health).

Rehabilitation

The provision of time-limited, goal-oriented therapeutic services for all ages geared toward the optimization of health.

Sales

Focus of activities is in the sales and/or service of health-related apparatus or equipment.

Surgery

Programs and services concerned with surgical techniques to cure or alleviate disease or injury.

Telehealth services

Programs and services concerned with the provision of free, confidential 24/7 access to health information via telephone.

Other

An area of practice not represented by any of the above terms.



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